THE SURVEY

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All issues of The Survey are indexed in the Readers' Guide to Periodical Literature, to be found in most public and college libraries.

The Gist of It

ONLY an Argus-eared listener at the radio could have taken in the series of important conferences which honored May with their meetings in various parts of the country. Views of the National Conference of Social Work, held at Memphis, Tennessee, May 2-9, are summarized by MARY ROSS, associate editor of The Survey (page 325). At almost the same time, from May 7-10, the South was enjoying also the twentieth annual conference on city planning, which divided its attentions between Fort Worth and Dallas, Texas, and is reported on page 328 by JOHN IHLDER, manager of the civic-development department of the U. S. Chamber of Commerce, and consultant in city planning.

SOME spry conferees hopped from Memphis to Cincinnati for the meetings of the National Conference of Jewish Social Service, the National Association of Jewish Community Center Secretaries and the National Council for Jewish Education, which were held concurrently in that city: for the benefit of those who didn't, SAMUEL A. GOLDSMITH, newly elected president of the first, and executive director of the Bureau of Jewish Social Research in New York City, tells of an outstanding development in uniting the Jewish federations (page 342). And in Boston on May 17, a single day's program brought together a constellation of speakers on Mental Factors in Crime, whose contributions are summarized on page 333 by SHELDON GLUECK, a member of the department of social ethics of Harvard. Page 346: The young were not banned from these divers professional conclaves, but at Brookwood Labor College they held a meeting all their own, in the Labor Youth Conference, whose saucy and significant laments are reported by HELEN G. NORTON, head of the department of journalism of the college.

SINCE the earlier meeting of the National Conference of Social Work in Memphis in 1914, the country has seen the start of a Southern renascence in social development and social work, which is outlined on page 329 by one of the leaders, HOWARD W. ODUM. Mr. Odum is professor of sociology at the University of North Carolina, director of its School of Public Welfare, and editor of Social Forces.

A NUMBER of things other than conferences have occurred recently, and speaking of radio as we were at the beginning, there is on page 331 an account of the wide-flung and constructive program for its use in civic education, by KATHARINE LUDINGTON, finance chairman of the League of Women Voters.

HOW New York city employes can get money in a pinch without falling into the jaws of the loan shark is told by ROLF NUGENT, assistant to the director of the Department of Remedial Loans of the Russell Sage Foundation, on page 340.

NOW that it seems clear that women are people, ROBERT W. BRUÈRE, associate editor of The Survey, discovers in Elliott Dunlap Smith's Psychology for Executives, evidences that workers are men. We trust he uses that last word generically. Page 343.

NEW implications and interpretations of the National Manufacturers' Association program for child labor are suggested by FLORENCE KELLEY, unfailing defender of working children, secretary of the National Consumers' League, and a contributing editor of The Survey. Page 344.

NOVEL means for helping the neighbors to become healthier—and presumably happier—are told by MARY L. GARDNER, who tried a show window (page 347), and KATHLEEN CROWLEY (page 348), who found that the movies can and will aid. Miss Gardner is executive secretary of the Eastchester Neighborhood Association, at Tuckahoe, New York; Miss Crowley, director of community work for the Waterbury, Connecticut, Girls' Club.

AS desk lids are slamming and college gates clanging, there is more than a little food for thought for next year's work in the story of a class set free, written by its liberator, CONSTANTINE PANUNZIO, professor of social economics at Whittier College, Whittier, California. Page 350.

AT last—and apparently well worth the waiting—the Routzahns' Social Work Publicity. Reviewed by no less a person than a professor of journalism at New York University, alias LEON R. WHIPPLE, also associate editor of The Survey. Page 353.

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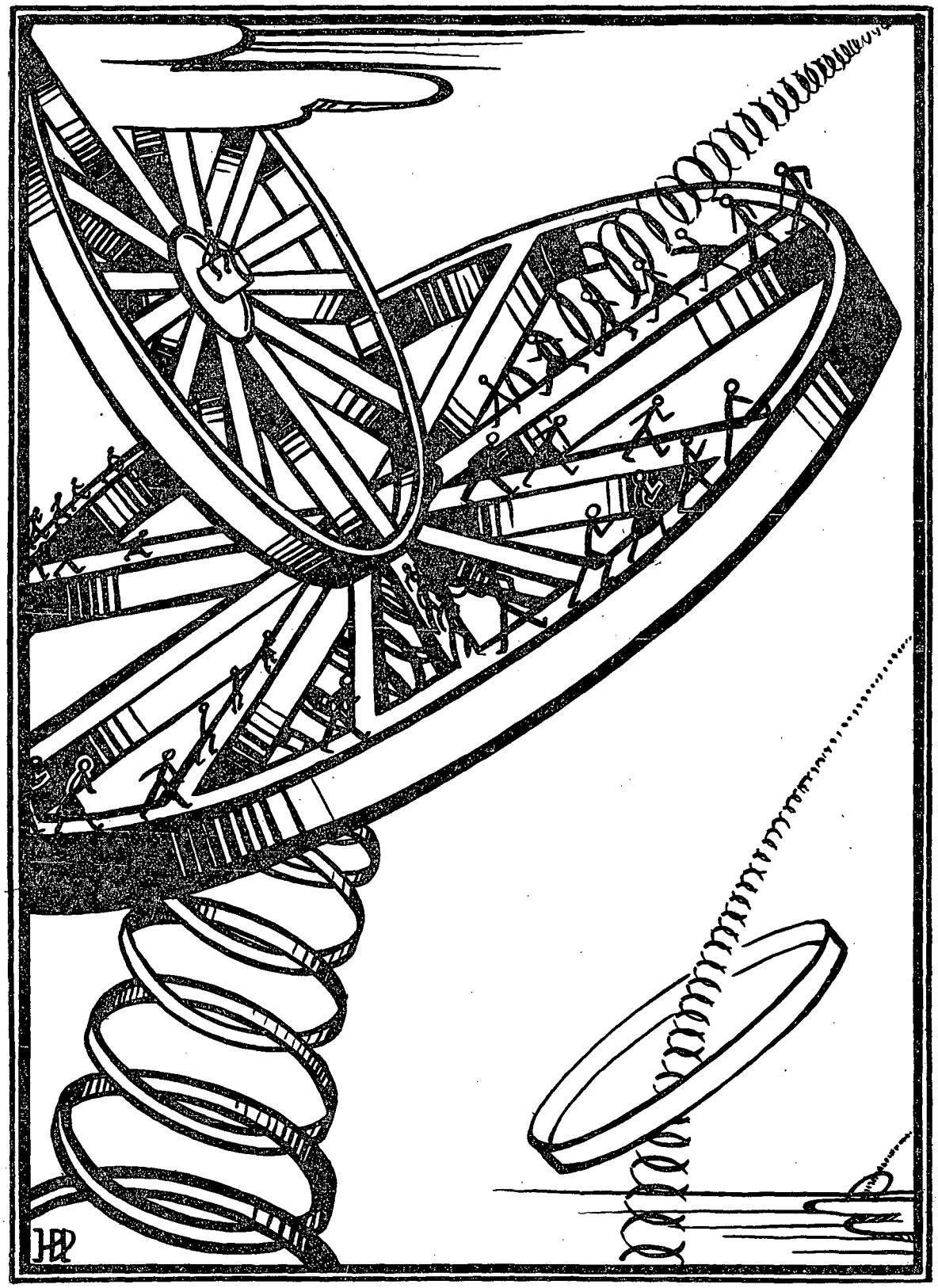

WHEELS OF HUMANKIND

Drawn for The Survey by Helen B. Phelps

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THE SURVEY
MIDMONTHLY

June 15
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Driving Wheels of Social Progress

By MARY ROSS

SOMEWHERE along those sun-drenched flats of the Mississippi, a field hand may have been crooning the song of 'Zekiel's wheel of humankind, as the fifty-fifth National Conference of Social Work swung into place in Memphis on the afternoon of May 2, and started its intricate revolutions with the address of its president, Sherman C. Kingsley, that evening. Had that song sounded in the conference hall itself, the vision of the wheel within a wheel would have been greeted with sympathetic silence. Delegates clutched plump programs which listed the appearance of some three hundred and twenty-five speakers and discussion leaders, many of them scheduled for two or three appearances, while the record for indefatigability was maintained by Elwood Street with five, closely seconded by Dr. Lawson G. Lowrey with four papers and two delightful quasi-professional performances in the Publicity Committee's Trial of the Sob-Letter. When the well-oiled conference machinery got swiftly into motion, it resembled nothing so much as a dynamo or a great newspaper press, its belts and wheels apparently moving in opposite directions, its din bewildering the chance onlooker, yet its parts acting together in smooth orderly fashion to turn out a bulky product with news and ideas calculated to quicken the interest of some twenty-five hundred delegates from Oregon to Florida, from Maine to southern California, gathered in professional conclave on the great central plain.

Had that conference been assembled, in the manner of a great metropolitan daily, by some super city-editor, he would have felt first-off that here he was dealing with well-trained professional people. Perhaps that observation should be accepted as a matter of course. Yet it was a frequent remark when two or three seasoned conferees met in hotel lobbies or at exhibit booths, that social work had become professionalized in the best sense of that word; that to the well-known and trusted leaders there had been added the cohorts for whom they had hoped—a younger generation with the benefit of systematized and specialized training, with emerging professional standards and techniques, with clear-cut ideas about their own tasks, and alert, sympathetic interest in the work of others. If sectarianism—geographic, racial, or occupational—still lurks in dark corners of social work, it was in abeyance at Memphis.

Such a city editor, in envisaging the widest spread of his "copy," would have been orientated by the president's opening address. "Somebody in trouble," said Mr. Kingsley, "is the beginning of social work." He traced the circles widening from that beginning through the fifty-five years of the conference's existence, until the nation sustains annual expenditure of more than a billion in "welfare work"—in the current expenses of caring for the delinquent, dependent and defective, and for health and recreation. "In common with all experience," he continued, "in the deep moments of social work, as tired children welcome a mother's arms, we turn quite simply to the solaces that stay good—kindness, loyalty, understanding, mercy,

'Zekiel saw de wheel of time—
Wheel in de middle of a wheel.
Every spoke was humankind—
Wheel in de middle of a wheel.
De big wheel runs by faith;
Little wheel runs by de grace of God.
Wheel wid-in a wheel,
Way up in de middle of de air.

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God. Is not this the inner covenant of social service?"

That serene faith of the president in the power of goodwill to promote progress has not been shared, however, by some observers of social work, and it remained for the speaker at the second general session, Professor Howard E. Jensen of Butler University, to fling back as clear and crushing an answer as has yet been made to critics such as Albert E. Wiggam or G. H. Estabrooks, who maintain that efforts to promote social welfare are retarding evolutionary progress by fostering the survival of the unfit. Professor Jensen showed how the sociologist's record of observed fact in human history denies that misreading of the Darwinian theory which asserts that progress comes through struggle which eliminates the unfit; from the earliest civilization, tribal law, custom and taboo operated to protect the weakest members. "Throughout all modern science," Professor Jensen declared, "through physics, chemistry, biology, psychology, economics, sociology, there runs a decreasing emphasis upon struggle, conflict, hostility, competition, and an increasing emphasis upon adjustment, organization, integration, cooperation, mutual aid. Physicians and chemists are today thinking of every stable manifestation of reality—this stand, this book, my own body—as existing not as a conflict of electrons or cells, but because it has achieved, in Professor Whitehead's phrase, 'a harmonious adjustment of complex details.' The evolutionary struggle has been less a struggle of individuals against each other for the survival of the fittest than a struggle of individuals with each other for the survival of the group. The struggle that lifted man up to the human plane of evolution was a group struggle from the first, and from the first cooperation and mutual aid were important in it."

NOT the strength but the weakness of the very humanitarian sentiments that it has become the fashion for opponents of social work to deride, is the greatest menace confronting civilization today, the speaker declared. We confront the wreckage of the last half of the nineteenth century, when the doctrine of economic competition dominated social thought, especially in America, where, in the exploitation of a virgin continent, each man felled his forest, cleared his farm, straightened his streams, opened his mines, tapped his oil, and looked out finally toward weaker peoples for new resources to conquer. Now in floods and vanishing forests, in the chaos creeping into such industries as coal and oil, in the conflict of nations over raw materials and markets, "gradually has it dawned upon us that the greatest problems which confront us nationally and internationally are the direct consequences of the very policy which, in the name of progress, we had blessed."

If there is a degree of social degeneration today, Professor Jensen believes, it is due to the tragic fact that 50 per cent of the new generation is being produced by that 25 per cent of the population with the most meager economic resources and the poorest cultural background: This is the result of economic and educational factors, not of social welfare activity. "My chief concern about social work is that it is not contributing as much as it might, not as much as it one day will, to the improvement of racial stock. Social workers should be critically alert to the advancing science of genetics." In a later address, Owen R. Lovejoy also stressed the responsibility of social workers for unborn generations in citing the laws perpetuated on the statute books of many of the states, the effect of which is to "make it impossible for babies to come into the world except as the result of unbridled passion or crass ignorance."

Among the results of the two-edged sword of progress which emerged in the discussion of section after section of the conference, so clearly that perhaps it deserved the chief "streamer" headline as conference news, was the sorry spectacle of millions of men out of work. One of the underlying causes of the maladjustments in the supply and demand of labor was suggested in Arthur J. Todd's address on Criteria of Progress, when he spoke of mankind's increasing technical mastery of his universe, whereby the machines become increasingly more important and men less important until "as compared with 1781 a man produces ten times as much iron in one working day, five times as much lumber, eight times as much coal, one hundred times as many nails, ten thousand times as much paper and grain, and so on." Such control over nature and disease has permitted an astonishing increase of the population that the world can support. The population of Europe trebled between 1750 and the outbreak of the Great War, that of the United States multiplied by 29 during the 134 years between the adoption of the Constitution and President Coolidge's announcement that he did not choose to run. With the reminder that it was good populations rather than large populations that represent progress, Professor Todd declared, appallingly, that "with our present means of sanitation, industry, and agriculture, and with our prevailing systems of promotive imperialism, religious taboos, political ambitions and sentimentalism, it is possible to predict with Sir George Knibbs and Professor Ross that within the lifetime of the average person born in the year of our Lord 1927, in the United States, as many human beings may be added to the population of this globe as were developed in all the 1,500 to 2,000 generations of the history of the human race."

How some of these millions flow hither and thither in search of work was suggested by Leon Truesdell of the federal Census Bureau, discussing the drift to the cities, and predicting that it might be expected to continue. Not only have modern agricultural methods made man-power less important in farming, but actually there has probably been a decrease in the demand for farm products despite the growth of population, because with fewer people engaged in heavy manual labor and with prevailing fashions in food (he did not mention figures!) we eat less than our forefathers. Especially significant in the city-ward migration is the number of young people, especially girls, who leave home in search of jobs, so that the cities contain proportionately fewer children than the country, while, contrary to earlier urban history, they now have an excess of women who come there to get paid work.

A NEW and startling picture of what might be called racial unemployment appeared in addresses by Forrester B. Washington, director of the Atlanta School of Social Work, and Jesse O. Thomas, field secretary of the National Urban League at Atlanta, Georgia, telling of the effect of changed economic conditions upon the living standards of Negroes. The rapid progress of industrialization in the South, they asserted, is not operating to promote economic opportunity for the colored race, but actually has swept away much of the skilled labor that was theirs on the plantation or in farm and village life. At present the employes of industrial operations in the South are in greater numbers than farmers, and in practically none of the cotton mills and nitrate and power plants, phosphate mines and kindred industries, are Negroes employed save in the

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lowest-paying and least-skilled jobs as porters and cleaners.

"The Negro's opportunities in industry," said Mr. Thomas, "have decreased in the past twelve or eighteen months. In the Northern industrial centers, he has lost many of the opportunities gained during or since the War, and in the South he is being replaced by white men in jobs and positions he held before the War." Toward the solution of a problem which has already tried sadly the new hopes and achievements of the Negro race, Mr. Washington recommended more thought among white people about the ultimate results of such a policy of dispossession; great efforts toward "group economy" by the Negroes themselves in enterprises which would provide employment for their own race; more regard by Negroes for the farm movement, since now farm land may be bought cheaply by Negroes which formerly was not available to them at any price, and finally that "colored people at this time pay more attention than ever to efficiency and regularity in employment."

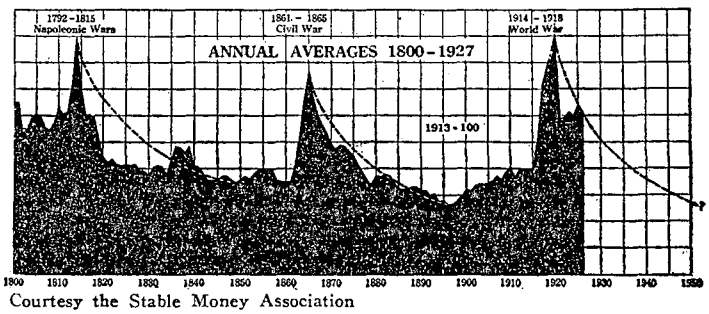
In describing the tribal customs of hunters of the new stone age who miraculously have hung over into our own time—the Omaha Indians—Professor Jensen had cast some light on how a primitive race had regulated the subsistence of its members. Not all Omahas were hunters; yet all Omahas must live by the chase. So the hunter, the skilled, powerful, well-to-do man, brought down the game, but it was the young men, the old, the weak—the poor among the Omahas—who performed the humbler task of cutting up the quarry and the portion which each received was minutely specified under tribal custom, which had the sanction of law. Thus the poor man was not left hungry nor subject to luck. He shared in all that his tribe had, running only the general tribal risk of a lean season or poor hunting grounds.

A PRACTICAL modern follow-up in the showing of how in our own more selfish times the unskilled hunters—the weak and the poor—are left outside the general prosperity of the tribe, was told in a study reported by Harry L. Lurie of the Jewish Social Welfare Bureau of Chicago, which showed that the unskilled and the semi-skilled laborers must live on incomes well below the minimum standards set by social agencies. The situation would be met only in part, Mr. Lurie said, by increasing the efficiency of the individual; the only way out is higher wages. He believed that the economic situation of the country amply warranted the belief that adequate wages can be paid to all workers—wages at least high enough to make possible the minimum standard of living which social workers have set.

Even more poignant illustration came in the social agencies' tale of unemployment, perhaps the outstanding social problem of their year. Indeed, Caroline Bedford, of the St. Louis Provident Association, described the past winter's situation as a "disaster," and St. Louisians, fresh from their tornado, use the word disaster with respect. Following a study of public unemployment services, which showed the need of more service in this field and more co-ordination of existing services, the St. Louis Council of Social Agencies has authorized the organization of an unemployment committee, drawing in members from business groups, which is still in process of organization. The St. Louis Provident Association, extending to the whole city the system of vocational fact-finding and service which has proven successful in one of its districts (see The Survey, June 15, 1927, page 315) is organizing a central industrial committee and embarking on a study of mercantile and industrial establishments, so that by next winter it will have probably the most complete information available in any large city to guide it in its efforts to act as a connecting link between jobs that are available and jobless applicants whose previous work record has been verified so that they can be reliably recommended to prospective employers.

LACK of work is not peculiar to St. Louis, for a recent study of the mounting costs of relief in fifteen important cities showed that whereas unemployment of the head of the family was the cause for relief in 24 per cent of all cases in 1924, it had more than doubled—52 per cent—by 1925, and Miss Bedford felt that it would be found much higher when the 1928 figures are compiled, for 1925 was a fairly normal year. What to do about it? She had no ready-made formula to put forward on behalf of the relief agencies. They characteristically go at it case by case, doing their best—and usually a very good best—to fit each idle man back into some niche in industry. To shift the burden to public funds, supplied from taxes, is only a makeshift. And if both public and private agencies fail to act, it is bound to result in mushroom relief committees which are unskilled and quite likely to do much more harm than good, with the best of intentions. The only solution she could see was that some means must be devised for throwing on to the consumer the support of employable idle men and women.

Thus from the spokesman of the case workers came the lead for those who approach unemployment from another angle, that of the student of industrial problems. There is but one way out, said John B. Andrews, of the American Association for Labor Legislation: an application of the principle of insurance, which is, quite simply, a plan for spreading out thinly over a great number of people the cost of the disasters which now fall with crushing effect on a few. The situation as he saw it is bad and likely to grow worse. On top of the seasonal and cyclical depressions which come regularly in good times and bad, we have a great and unmeasured amount of unemployment due to the steady increase in the efficient use of machinery by which fewer men produce more goods—a new industrial revolution peculiar to our own times and one that is bound to grow. More, we are probably at the beginning of a period of falling prices, meaning reduced manufacturing and lessened employment, which has followed every great war.



Courtesy the Stable Money Association

Wholesale commodity prices, 1800-1927: What of 1950?

Mr. Andrews is convinced that there must necessarily be a certain amount of unemployment in American industry. He accepts the statements of industrial leaders that something like one million men must be idle at a given time as a necessary reserve for the (*Continued on page 358*)

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City Planning Nears Its Majority

By JOHN IHLDER

THE twentieth annual conference on city planning, held in Fort Worth and Dallas, May 7-10, 1928, was a significant milestone. The doubts and forebodings of the past are past, the United States Supreme Court has upheld the constitutionality of zoning, which is an essential in effective city planning, and state courts are falling in line. The adverse Dallas decision of a few years ago which caused anxiety is now considered a blessing, for instead of discrediting zoning it has simply emphasized the importance of care and thoroughness. Texas, after this initial set-back, took a fresh start, and last year secured a series of laws dealing with city building which have raised it from a place near the foot of the class to one very near the head. Thus optimism and an enthusiastic setting added to an unusually successful program.

This conference emphasized the fact that a new profession has emerged. The delegates were performers rather than prophets, members of city-planning and zoning commissions and professional consultants rather than representatives of clubs, architects, engineers, and landscapers with a vision; the papers and discussions dealt with what actually is being done rather than with hopes. American city planning, on the eve of its majority, is a conscious, organized movement.

This would be encouraging enough, but more encouraging was the underlying keynote—if a keynote can underlie. There have been times in the past few years when pessimistic souls have feared that city planning was becoming purely materialistic in its aims, purely mechanistic in its methods. The swing of the pendulum from the early days of "city beautiful" propaganda, they thought, had carried us permanently to the other extreme. But at Fort Worth and Dallas, the theme running through discussion and conversation was quality rather than quantity. At the very first session the question, "When is a city big enough?" produced various answers the first of which is "When it ceases to provide more adequately for its people in terms of living." An address on Esthetic Items led to discussions ranging from the value of pure art and art for art's sake, to beauty as a necessary element in achieving a utilitarian purpose. There was no disposition to minimize the value of beauty. The significance of housing as an essential in community building was indicated time after time in the discussions; dwellings occupy by far the greater part of the city's area; multi-family dwellings with their dense population require larger public park and playground spaces, should have private playgrounds of their own—this raised the question of supervision; do Fort Worth's wide-spread residence districts impose too great a burden on public services; what provision shall be made for Mexicans and Negroes; how can the Texas homestead law be met without injury to home ownership?

In addition to the formal papers presented at regular sessions—papers which ranged all the way from Density of Buildings in Relation to Open Spaces, Set Backs or Building Lines by Zoning or Otherwise, Relation of the Plan Commission to Other Departments of the Government, the Planning of Undeveloped Areas, to Citizens Organizations for City-Planning and Planning Procedure in Smaller Cities—there were several group sessions or round tables at every breakfast, luncheon and dinner at which the only limitation on questions and answers was the necessity of adjourning to attend a regular session. At these round tables the subjects were zoning, street widening, function of plan commissions, street traffic, and the like.

Inevitably the skyscraper received its share of attention. Every Texas city has at least one skyscraper. The traveler approaching across the plains sees this tall structure rising apparently alone from the empty prairie—hence the question put to the man who said he lived in Waco, "What floor do you live on?" Some of the Northeastern delegates opened fire upon the skyscrapers with the first fall of the gavel, to the obvious bewilderment of some of the Southwesterners. Skyscrapers which are the product and cause of congestion evidently produce one series of emotions, those which form a striking contrast to the immensity of the plains, produce another. The revolver-shooting cowboys of an age that is passing have been succeeded by townsmen who delight in electric bells. As the noisy Texas towns which drive a New Yorker distracted are probably a welcome solace after the silence of the plains, so the tall building is a welcome relief in a land without mountains.

THIS skyscraper discussion ultimately led to better understanding. It is not so much the height of the building that concerns us. The earlier skyscrapers embodied certain features which made them community liabilities; rectangular box-like structures which cut off the light and air of neighboring properties and turned streets into canyons; structures housing such great populations that existing streets could not serve them. The more recent skyscrapers with their set backs, their tower construction, need not cut off light and air and their diminishing floor areas carry a smaller population. Regulation is designed to achieve certain purposes, not to impose definite forms. Provided those purposes are achieved, the architect and the builder are invited to give us new forms, which we hope will be forms of beauty.

The Texas conference not only produced evidences that city planning has arrived, it did more—it gave evidence that city planning is going to stay. Such organizations as the Kessler Plan Association—the name of whose secretary, John E. Surratt, should always be linked with that of the pioneer city planner whom he has made almost a patron saint of Texas—have not only converted the adult population but in Dallas, as years ago in Chicago, are training the children. A group of seventh graders convinced the delegates that the next generation of citizens will do even better than the present one. Their text-book, Our City—Dallas, is quite the best that has yet appeared.

At a business session, just before final adjournment, the conference elected as directors for the three-year term: Jay Downer, Bronxville, N. Y.; Robert Whitten, New York City; John Ihlder, Washington, D. C.; George S. Buck, Buffalo, N. Y.; Edward A. Schilling, Detroit, Mich.; George B. Dealey, Dallas, Texas; Charles H. Cheney, Palos Verdes Estates, Calif. The directors reelected the present officers: Edward M. Bassett, president, Harland Bartolomew, vice-president.

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How New is the South in Social Work?

By HOWARD W. ODUM

IN his epic of the Great War, companion story to Rainbow Round My Shoulder, Black Ulysses proclaims rhythmically that "What you see in the papers, I can tell you, and mo', 'cause I was there." And it was undoubtedly true that wherever Black Ulysses was there, he saw much and could describe it vividly even though it took him "'till day after tomorrow night to tell 'bout it."

The story of social work in the South is not quite so simple, and unfortunately does not come within the range of so vivid a narrative. Most of it has not been "in the papers," and there has been no one to be there and see it all and, like Sophocles' man who might have returned from the dead, perhaps he would not tell what it was like if he had been there to see it. Joseph C. Logan could have told the story well. Nevertheless, even now, there is much that can be told about the recent movements in social work and social development in the South of interest to those who are watching the development of American regional culture.

One way to appraise the newer efforts of the South is to attempt to see its possibilities for the future and measure its present beginnings and tendencies toward realizing them. A good start in this is the statement of Walter Lippmann, published recently in Social Forces, to the effect that the South can do anything that any people at any other time ever did, because the South has the full range of necessary physical and social resources. We might, then, attempt to measure the South's newness in this larger adventure of attempting to achieve maximum results in social and cultural development by appraising its social resources and consciousness. Mr. Lippmann, of course, added with considerable emphasis the corollary that the South must *itself* do the job which is everywhere expected of it.

Another simpler way to consider the development of social work in the South is to review its early beginnings. Since the National Conference of Social Work is the most representative common measure of social-work activities, we might well use this as one measuring-rod for the South's participation in formal social-work organization. Of the fifty-five annual meetings of the National Conference of Charities and Corrections, later the National Conference of Social Work, six have been held in the South, Nashville in 1894, Atlanta in 1903, Richmond in 1908, Memphis in 1914, New Orleans in 1920, and Memphis again in 1928. At the time of the first meeting, Florida, Georgia, North Carolina, South Carolina, and Texas had no membership, and the total of 11 southern states was 25 members, out of the total national membership of 326, or a little more than 7 per cent. By the time of the Atlanta meeting in 1903, the total southern membership had reached 96 out of a total national of 1,550, a little more than 6 per cent, while in 1908 at Richmond, the total for the southern states was 141 out of a total of approximately 2,000, while at Memphis the South had 677 members, more than 10 per cent of the whole.

Thus while the South has been gaining gradually, its present aggregate membership is more than twice the national enrollment at the date of the first southern meeting. On the whole, its ratio to the national membership has been rather constant. Judging by the membership-ratio criterion alone, the South might be said to be static in social work as the years go by. An examination of the actual increase, however, and the constant ratio to other states and to the other aspects of southern development gives a better impression than the proportion of southern membership to the total national membership. It must be clear also that there are other measures of importance.

One of these measures is the representation of the South in the American Association of Social Workers. Here, since membership represents an exact achievement in social work, there is actual measure of social-work personnel. The southern states mentioned have a total membership of 253, with Virginia leading at 50, Louisiana second with 49, and Georgia following next with 38, Tennessee with 24, Kentucky with 21. North Carolina has 8, being below South Carolina with 13, Florida with 16, Texas with 20, Alabama with 13, with Mississippi again last. In this list of members the influence of cities is apparent, as North Carolina and Mississippi have no cities of magnitude.

Chapters of the American Association are indices of effective work in the cities, where many examples of successful work in the associated charities, community chests, and various other standard agencies have been developing. Atlanta, New Orleans, Louisville, Memphis, Nashville, Richmond, Dallas, Birmingham and Montgomery, Tampa, Miami and Jacksonville, and Columbus are examples of very measurable progress. So well has this aspect of social work been developing that last year a regional conference of executives of southern social-work agencies gathered at Blue Ridge for a two-weeks' institute, with Elwood Street, of St. Louis, and other national representatives participating. This year the institute will be repeated, with prospects of a hundred in attendance.

THERE are perhaps particular considerations about the social work of the southern states which tend to give it special status not quite comparable to the work of larger centers. The South's problems have required a more general or undifferentiated social work, and the social and economic development of the southern states has had its renaissance largely since the turn of the century. From a preeminently rural civilization there has developed a rapid tendency toward industrial and manufacturing processes, the geographic areas still being largely rural. There have been the special problems of race, tenancy, and poverty since the war between the states, and the tendency to center all social work and other welfare efforts through the schools, church, and industry. And the South has been very busy with its economic rebirth and its educational renaissance.

For the first quarter century the South has increased its public-school expenditures from around 35 millions to more than 364 millions, an increase of more than ten times, while the nation at large has increased only about eight times. The same is true of public-school enrollment, in the decade from 1914 to 1924, the percentage South increasing from 20.7 to 26.4 per cent. In the attendance on public normal and teacher-training schools, the southern percentage of the

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whole advanced from 31.5 per cent to 44 per cent.

In highway expenditures two decades showed an increase from 12 millions in 1900, to nearly 300 millions or twenty-five times the amount, a little more than the national increase from 59 millions to one billion three hundred millions. The value of southern farm crops increased in the quarter century a little more than three times, in about the same ratio as the nation. In water-power development the South had nearly one-half the increase in 1926, with now approximately one-fourth of the country's developed water power. In textiles, furniture, and other manufacturing enterprises, the South has had a phenomenal development, while the growth of its towns and cities has been marked. At the same time it has had its desperate problems of farm population and markets, having lost more than a million folk, workers and their families, to the North and West during and since the War.

THESE and other factors help to interpret the social-work newness of the South. In terms of membership in professional organizations, the South does not show up well with approximately a third of the nation's population contributing about 10 per cent membership, let us say. On the other hand, starting at the turn of the century the southern states have increased their memberships at about the same ratio as other states, and have increased their representation in social work approximately at the same rate as they have increased education, industry, and other activities. The measure of the South's social work in the last quarter century therefore, will need to be in terms other than numbers alone.

Some of the new developments in southern social work lie in the field of public welfare. Important and original contributions have been attempted in state-wide systems in North Carolina with its county plan, Virginia and Florida with modifications and adaptations, Alabama with its special emphasis upon child welfare and school attendance, Georgia with its studies and efforts on behalf of children, prisoners, county organization, South Carolina and Alabama in the study of crime and convict systems, Mississippi in its interest in hospitals and mental hygiene, Virginia with a very special program of mental hygiene now developing, and other states with varied concrete efforts. Child welfare, child labor, prison camps, race relations, illiteracy and other special problems have engaged the attention of social workers, although progress has been slow. Another large section of southern social effort has been that of public health and public-health nursing, in which progress has been made.

EACH of the southern states listed has had a state-wide conference of social work, and these conferences have enlisted the participation of the state's leaders in social work, religion, business and education, and have set in motion measurably successful efforts toward social legislation and reform. The Southern Textile Social Service Association has a large membership and holds regional and district meetings annually. There is an active social-work organization for the study of mountain folk problems and work. There are active social-service commissions in southern denominations, and many of the women's divisions have done valuable work, especially with reference to the Negro situation.

The Southern Inter-racial Commission, with Will W. Alexander and a notable list of southern representatives, has perhaps made the greatest single contribution to the southern scene since the War. At the Atlanta meeting of the National Conference of Charities and Corrections, President Robert W. De Forest took for his theme the statement that the South and the North was each best fitted to solve its own problems. It was asserted by both the northern and southern delegates that the Negro problem was the South's own problem. Since that time the South has recognized that it is a problem for the white South and the Negro South, for the white North and the Negro North, and for the nation as a whole. And it has been through these cooperative ways that great progress has come, in spite of the ever-present and enthusiastic South and North. The contrast between the Memphis conferences in 1914 and in 1928, is eloquent testimony of progress both ways.

The South has made social sciences and social research also a part of its program. For four years an annual regional conference on teaching and research in the social sciences has been held—in 1928 at Vanderbilt, in 1927 at Tulane, in 1926 at the University of Virginia, and in 1925 at the University of North Carolina. These universities and others have augmented their research and social-work education since the War, affording one of the distinctive evidences of progress in southern education. In the American Association of Professional Schools of Social Work, Tulane, Richmond, North Carolina, and Atlanta are members. Indeed, there are many who believe that there is a decided promise that the South will turn much of its spiritual and fighting energy into channels of social study and work, and that it will tend to emphasize creative effort and leadership as a part of the new era. Perhaps there is some evidence of creative centers already.

IN the story of social work and social development in the South, the national agencies have had an important part. There is no doubt that the real renaissance in professional social work in the southern states dated from the efforts and organization of the American Red Cross during the War and after. Both in its actual home-service work, and later its case work and community organization efforts, and in stimulating individuals on the new venture of social work, the Red Cross was first. And in this story of the Red Cross, as in the earlier story of social work in the South, Joseph C. Logan was the pioneer and dean of them all. How new the South would have been in social work had it not been for Logan and the Red Cross, we can only conjecture. We can only give due acclaim where it may not always be apparent from the later work now developing on more advanced lines.

If the southern official representation in national organizations is small, it is undoubtedly commensurate with the limited leadership of the past. This ought not, however, to be an index of the future. There has been a tendency on the part of our human geographers and also on the part of the general public, and especially of social workers, to attribute the backwardness and newness of the South to its warm climate, with the logical conclusion that future development cannot be promising. One is inclined to ask whether the climate has not been changing rather rapidly of late years in certain regions, where textiles and universities have multiplied their efficiency in rapid order, and whether at the present rate the Southern Piedmont region must not soon record most unseasonably low temperatures, adequately zoned, to make perfect the correlation of climate and contribution.

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Democracy Goes On the Air

By KATHARINE LUDINGTON

ONE wonders if the angels, looking down on our toiling planet, are not moved to pity by the spectacle of anxious men and women struggling to master the mechanical creatures of their own brains.

Each new invention must be caught and harnessed; there is always the chance that it will run amok. While we were struggling to catch up with steam, electricity was put upon us; then the telegraph, the telephone, and now the radio, with beyond it a dizzy vista of television and who knows what other appalling annihilations of space and time. How to humanize these mechanisms, how to extract the utmost usefulness from them, how provide against misuse—this is a task which must not be left to chance.

What, for instance, will radio do for us or to us? And, in particular, will it work into the scheme of democracy as an ally? General Harbord, President of the Radio Corporation of America, said recently, "If the future of our democracy depends upon the character of our electorate, the crowning glory of radio, transcending all its other miracles, will be to make ours the first permanent democracy of the world." A stimulating thought, but is it bound to come true? Will radio automatically improve the quality of our electorate? That depends specifically on just the amount of work and thought—detailed work and imaginative thought—that good citizens are willing to put on it.

Vigilance may be needed, continued scrutiny of each emerging phase. Government agencies of regulation have already been set up. But a negative and suspicious attitude will solve no problems; it may act as a brake, but it will not determine the direction of the machine. Constructive experiments, carefully defined and with proper provision for the observation of results, will be worth reams of criticism. It should be said at once that such projects may expect a cordial interest on the part of the great broadcasting companies and many of the individual stations. Already hopeful experimentation is being initiated by the broadcasters themselves, with the obvious limitation that broadcasting must be made to pay or else live by subsidy.

In the Voters' Campaign Information Service, sponsored jointly by the National Broadcasting Company and the National League of Women Voters, and administered by the league, one such project is on trial. This service is an experiment, strictly limited to the purpose stated in its name, but extending over so long a time and reaching so wide a territory that it may provide a demonstration from which some general conclusions may be drawn. At least it is a beginning in the use of broadcasting for the unpartisan information of the electorate. It has been carried on the air every Tuesday evening since January and will continue until Election Day. It consists of a series of programs dealing with aspects of the campaign year, discussion of the leading issues, explanation of the machinery of nominations, conventions, platform making, and so on. The speakers have been members of Congress, men and women high in the parties or leaders of group opinion, journalists, business men, labor men, farmers. A particularly illuminating fortnightly series on "What Congress is Doing" has been given by Charles G. Ross, Washington correspondent of the St. Louis Post Dispatch.

The service has been governed by a few simple principles summed up in the motto, "To present all sides, to promote none." While the administration must be unpartisan, the speakers, when invited to present a definite point of view, may be as partisan as they please, so long as they do not attack individuals. For the most part these principles have been observed, and there has been almost no complaint on the score of unfairness. The public apparently likes a good, sporting argument and our programs have been popular in proportion to their controversial nature. There has been no attempt whatever on the part of the National Broadcasting Company to soft-pedal or censor. If any of the stations have wriggled under the liveliness of the discussions, they have not intimated this, and we have steadily increased the number of stations carrying the service. We have had a completely free hand, as the unpartisan policy of the League of Women Voters required.

Other difficulties, of course, there have been. The shortness of the weekly period, although a generous allotment in relation to the broadcasters' schedule, appeared to present a formidable problem. It takes some nerve to go to a distinguished speaker and say: "We invite you to travel to New York or Washington and talk just thirteen (or, in the case of a three-speaker program, nine) minutes on your specialty." Experience taught us, early in the game, that differing points of view must be presented in the same program rather than in succession. As a general thing speakers accept this fact and have shown surprising success in condensing yet giving real meat.

With principles and program pattern settled, however, there was yet the main factor—the listener—to be reckoned with. Many things indicate a wide interest, though five months of broadcasting has by no means told us all about him, nor proved how many "fans" we have won for the service. How closely do people listen? Do they sit the half hour through? Do they follow the programs week by week? What deposit of information or incitement to further inquiry is left in their minds? What follow-up is there in reading or discussion? And—so humanly interesting to us—what kind of people are most apt to listen? If we could get comprehensive and reasonably exact answers to these questions, the course of informational broadcasting could be charted.

TO take the last question first: We knew that experiments like the voters' service must not expect the audience that likes a prize fight or a good jazz orchestra, or even the numbers that listen when Mr. Rockefeller talks or Dr. Poling discusses problems of the personal life. The radio listener, like the rest of the world, is most concerned with his private affairs, his own amusements, his own troubles. Government seems a remote abstraction. Politics in a campaign year has a certain sporting interest which heightens as the season advances but slumps deplorably after Election Day. To a great many men and women "politics" suggests personalities rather than issues. When the campaign year is

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over, what audience will there be for a continued voters' service?

But the cards are not all stacked against us—rather the contrary. Radio is a habit in millions of American homes. A recent speech by an authority on the farm problem brought him a return of over seven thousand letters. People who would not exert themselves to go to a political meeting will listen to a broadcast speech in an armchair at home. We do hear from people in every section of the country and from a wide variety of types. Requests for copies of the speeches come from members of Congress, public-utility commissioners and other government employes, business men, labor men, farmers, housewives. Teachers in rural communities have used these speeches for class-room work (they have the advantage of being condensed!) and are supplementing civics courses with the broadcast programs themselves. They emphasize the value to the pupils of hearing the actual voices of the men and women who are making current history. (Good educational doctrine, this!)

Probably our audience is largest in the small towns and rural communities which have fewer competing amusements. Those who believe that radio offers nothing which the press does not already provide, overlook the great number of voting citizens who take only one small-town newspaper of the type that almost prayerfully avoids politics. But these same people pretty generally own radio sets and listen in.

Then there are the isolated—so often people with eager intelligence. One poignant letter came, in January, from a Montana ranch:

> While still under the spell, I'm writing you of my enthusiasm over your radio broadcasting. I sat down sometime after five and just came upon your station. . . . I heard this woman's voice [Miss Sherwin's in the opening program of the Voters' Service] coming clear, fine and earnest and utterly fascinating, giving a resumé of programs on Tuesday nights to come. She could not have been more clear and interesting were she right here in my home. It made me hungry for a sight of her. . . . Can you feature what this plan of the league means? Here am I, twenty-six miles from a city in the heart of these old snow-capped Rockies, on a ranch, and receiving all the inspiration, the education and the provoking stimulus of your program. . . .

A Delaware farmer wrote:

> I wish to commend your broadcasting. . . . Thoughtful citizens should be grateful for providing means whereby men whose thoughts are not conventional may reach them, since these men do not see their views presented adequately in the press. . . . Out here on the farm, your broadcasting is one of the most important sources of public enlightenment. I hope you will not abuse this confidence.

And later he asked for some of our program announcements "to put in some of the farmers' mail boxes."

A USE of radio that deserves to be further developed is group listening. Radio suppers are held at homes equipped with good receiving sets, and these are often followed by organized discussion of the evening's topic. In one town the gathering first listens to the program and discusses it, then tunes in on music, and ends up with dancing. Some of the broadcasting studios provide chairs in their reception rooms for those who have no radio at home. In one community, the local telephone is given up to the program during the half hour! In a large Eastern city the league meets at the broadcasting studio each week and entertains some other organization or club, which has five minutes at the close of the voters' service program to talk about its own work. In one college the girls had their dinner hour changed in order to listen.

We are sometimes challenged to prove that a broadcasting project like ours can be called education at all. This depends, obviously, on how you define education. If one of its functions is to relate the student to life, and if one remembers that voting citizenship in this country is a major responsibility of life for both men and women, it seems clear that our broadcasting is at least in a field with which adult education must concern itself.

OF course it is fatuous to claim too much. The use of the radio may be superficial with the great majority of listeners. This may also be charged against the use of newspapers, sermons, books, even university lectures. Without close application, without a follow-up in the way of reading or other study, what is taken in through the ear can rarely claim to be education in and of itself. But it is equally fatuous to ignore the part it may perform in a more complete process. If the short and arresting radio talk heard by hundreds of thousands can be a spur to thought and inquiry, it would appear to be breaking ground for education. Those who are developing this service are experimenting modestly with methods of following the spoken word with suggestions for further study, and as one means have secured the assistance of the American Library Association, which issues book lists on the topics discussed, to be read at the close of the broadcasts; these are also published in the Library Journal and other publications. As yet there has been no means of checking up on the demand for these books, although we know of libraries carrying special shelves of them.

It is too soon to dogmatize about the political aspects of broadcasting, but it is not too soon to observe, and this is a good year for observation.

This new mode of political discussion coincides with a growing distaste for earlier campaigning methods. Spell-binding stump speeches, torchlight parades, bally-hoo, mud-slinging—their passing is advertised by their popularity as themes for literary reminiscence. Will the newer and less picturesque ways make for more independent judgment? An increasingly efficient mechanism of stereotyped propaganda would be no great gain for democracy. But among the newer methods, this can be said for radio: The speaker is on trial; he is not so sure of friendly listeners as when he or his party hired a hall, nor can he charm by personality. He has a disconcertingly detached and dispassionate audience, ready to tune off at the first touch of boredom or bunkum. He must convert opponents, as well as hearten friends. He must find arguments suited to a farmer or to a city dweller, to a Southerner equally with a New Englander or a Westerner, for if the hook-up is wide enough, all will be there. This will tend to break down sectionalism; it may either invigorate or denature argument. It will reach a wider audience—will it make for a broader viewpoint?

Much will depend on what the public demands from the claimants for attention over the air. Citizens must exact a new reality and honesty from speakers; fewer words and clearer thought; the salient with everything irrelevant stripped from it; less noisy rhetoric, more driving conviction. Effective broadcasting requires such standards—the voters' service has already seen them exemplified in many of its programs. They are only a hint of the fruitful possibilities of the new industry—or art, if we choose to make it so—of radio.

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The Perennial Puzzle—Crime

By SHELDON GLUECK

ROME could not be built in a day; nor could it be expected that a one-day conference would contribute materially toward the amelioration of the great social disease of crime. Yet four hundred persons, embracing representatives of the legal, psychiatric, psychological, sociological, teaching and other professions, attended the Conference on Mental Factors in Crime, held in Boston on May 17, and sat with unflagging interest through six or eight hours of addresses on various phases of this timely subject. The conference was held under the joint auspices of the Massachusetts Commission on Probation and the Massachusetts Society for Mental Hygiene. The genial and ever-informative presiding officer of the evening session, Honorable Herbert C. Parsons, Commissioner of Probation of Massachusetts, indicated its general objective when he expressed the hope that it would bring about a more intimate and understanding *rapprochement* between recognized authorities in the arts and sciences involved in the perplexing crime problem; that, in a word, it would serve somewhat to interpret their respective points of view to one another and to the more enlightened elements of the general population. He hoped, and his hope was fulfilled, that solid thinkers would suggest proper antidotes for the emotions of hatred, anger or revenge which constitute the sole contributions of many persons when they discuss crime and punishment.

At the afternoon session, Dr. C. Macfie Campbell, the able director of the Boston Psychopathic Hospital, furnished a leaven of wit and wisdom to the intellectual fare. Commissioner Sanford Bates of the Massachusetts Department of Correction spoke on Penology's Obligation to Psychiatry, acknowledging the great debt which scientific penology owed to psychiatry. Psychiatry, said this socially-minded penal administrator, "has made penology think." Psychiatrists "have narrowed the field of responsibility and shown us the failure of our old assumptions with respect to the punishment of certain offenders." The principal contribution of this young discipline to penology has been to furnish a scientific instrument for classification of criminals for the various purposes of penology—probation, distribution into specialized institutions such as those for defective delinquents, assignment to labor, to trade and academic instruction within the institution, treatment of disciplinary problems. But psychiatry has done little with many prisoners, because it has not yet shown us how to develop self-control in persons who ostensibly show no pathological mental signs at all. Until the general educational system is greatly improved, until we have a fairer industrial system, until our religion will "seek to control men's conduct and impulses by something more than a barren theology," penology must acknowledge its inability to do a better job than the indifferent one done by even the best institutions today. In having turned our attention to this need of a fundamental attack upon the causes of crime, psychiatry has made another important contribution to penology.

Dr. George L. Wallace, superintendent of the excellent Wrentham State School for the Feebleminded, discussed the relation of feeblemindedness to crime. He argued that if feeblemindedness, as such, is a cause of criminality, then we should expect to find a proportionately greater percentage of criminals among the feebleminded of the lowest mental ages than among those of higher levels. The reverse, however, is the case. Dr. Wallace gave many good reasons why more feebleminded persons get into the courts and prisons in proportion to the probable number of feebleminded in the general population than normally endowed persons in proportion to their ratio. He reminded us that thousands of feebleminded have adjusted well in the community; that it is more a deficiency in "social intelligence" than lack of mental intelligence that accounts for criminality; and concluded that it is erroneous to say that the feebleminded as a class are criminals. He urged the importance of child-training and the forming of proper habits and attitudes in early life as a sound attack upon the crime problem, and pointed out that both psychology and education have learned much from the practical methods which have been developed for the study and control of the feebleminded.

The next speaker, Dr. Winfred Overholser, director of the Division for the Examination of Prisoners, Massachusetts Department of Mental Diseases, gave a lucid exposition of the principal points of contact between lawyers and psychiatrists, and defended the thesis that psychiatrists are not at all eager to deprive the lawyers of their time-honored function of coping with criminality; that the aim of psychiatry is rather to offer an instrumentality which admittedly is as yet far from perfect but which has already been shown to be of aid to the law and lawyers in their difficult and delicate task of social control. In the course of his remarks, Dr. Overholser sketched the results of a very important survey of existing psychiatric facilities in courts and prisons throughout the country, which he recently completed for the National Crime Commission's sub-committee on the medical aspects of crime. Questionnaires were sent to the judges of all the criminal courts that could be located (2,194) and replies were received from 1,168 (including juvenile courts). A full-time psychiatrist was reported by 24 courts, part-time psychiatric service by 65; 21 courts in addition were found to be served by public agencies outside of the court organization, such as state hospitals or university clinics. Thus 110 courts, 9.4 per cent of the 1,168 considered, receive regular psychiatric service. These courts are located in 31 states and the District of Columbia. Full-time psychological service was reported by 16 courts, part-time by 47, and service by other public agencies by 7, the total constituting 6 per cent of the courts which reported. Here too there was a wide distribution, 27 states and the District of Columbia being represented.

PSYCHIATRIC court service was first instituted in 1909, with the appointment of Dr. William Healy as juvenile-court psychiatrist in Chicago. Eighty-one per cent of the comments of the judges as to the value of psychiatry as an adjunct to the court were frankly favorable, while the verdict from such states as California, Connecticut, Illinois, Massachusetts, New York, Ohio, and Pennsylvania, where psychiatry is quite generally utilized in the courts, was very favorable. These favorable comments revolved around the view that the routine disposition of offenders is unscientific

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and that knowledge on the part of the judge of the offender's mental and physical make-up is both more humane to the defendant and more protective of society.

Answers were received to 259 of the 401 questionnaires sent to penal and reformatory institutions; 29 reported a full-time psychiatrist, 64 part-time service, constituting almost 36 per cent of those reporting. About a third of the institutions were also equipped with psychological service. Only 9 of the 138 institutions that commented on the value of psychiatry as an aid in the classification and disposition of prisoners gave unfavorable opinions.

FOLLOWING Dr. Overholser, Professor Louis N. Robinson stressed the need of educating the public to appreciate the value of psychiatry as an aid to court disposition and penal treatment. He pointed out that differentiation of specialized penal institutions out of the old catch-all, the county jail, did not proceed upon any scientific principle, but depended and still depends upon such unreliable criteria as age and prior criminal record. The process has been "like attempting to judge the milk-producing quality of a Holstein cow by counting the number of white or black spots on her hide." He recommended widespread adoption of psychiatric facilities in court and prison.

Professor Harry Elmer Barnes had been slated to summarize the foregoing contributions; instead he chose to dispose, with delightful dogmatism, and in about twenty minutes, of most of the complex problems involved in the treatment of crime. He disagreed emphatically with Dr. Overholser's statement that "psychiatry has no quarrel with the criminal law," insisting that "there is a battle on to the death." (Your humble cub reporter felt himself puffing out with the dignity of a war correspondent.) In Professor Barnes' view, the twin evils (among a large brood of siblings) are, first, that the law is chronically opposed to a scientific approach to human behavior; and, second, that there is popular opposition to the idea of determinism in human conduct. "We must get a general popular admission of the fact that crime is just as much a medical problem as insanity; but as long as we maintain the doctrine that we are all free to do as we wish, there is practically no ground for the support of the medical point of view." Mr. Barnes mercilessly and indiscriminately flayed criminal law and lawyers as he leaped lightly from topic to topic, hand in hand with that charmingly naïve and easy lady, Miss Generalization.

Dr. L. Vernon Briggs (author of the deservedly praised "Briggs law" providing for the routine psychiatric examination by the Massachusetts Department of Mental Diseases, before trial, of persons accused of certain serious offenses) contributed to summarizing the afternoon's addresses, and furnished his view that the environmental factors of crime are all-important, particularly in modern industrial, urban life.

At the evening session, Professor E. H. Sutherland, author of the excellent little treatise on Criminology, made a careful analysis of 168 investigations into the relationship of mental defect to criminal conduct, concluding that both because of the imperfection of the tests and that of the testers, the verdict on this subject must still remain "Not Proven." He pointed out that one advantage of the classical theory of crime causation and responsibility is its simplicity, and that an equally simple theory founded upon the results of scientific investigation is a desideratum, since a "homogeneous reaction on the part of the public" is the necessary medium for the effective functioning of criminal law and penal institutions. Among several "propositions in regard to a theory of criminality," he mentioned: (1) The explanation of criminality must consider both the personal and the situational factors, and must consider them both at the same time; this is now being done only by means of the intensive study of individual cases and not by the statistical method. (2) The most significant part of person-and-situation is the social, that concerned with the *interactions* between person and situation. (3) The process of interaction most important for an explanation of criminality is the conflict process; and (4) conflict is usually group conflict, i. e. the kind of conflict in which an individual secures active or passive support from others (law-abiding or anti-social groups). (5) The accumulation or piling up of factors and their integration into personality results in criminality. There is no criminal type different from other human beings, all of us committing, in thought or deed, some forms of delinquency, but not becoming criminal because the anti-social experiential factors have not been sufficiently accumulated and integrated. (6) Early and rapid accumulation of anti-social traits and their integration into a definitely criminalistic personality seem to be the result of the mobility of modern life and the weakening of group pressures which controlled behavior in early times.

In a spirited address, illuminated by his rich experience, Dr. William Healy, director of the Judge Baker Foundation, urged the need of social self-audit in the field of crime. He pointed out the paucity of reliable data on the effectiveness of various types of peno-correctional treatment, and insisted upon the need of studies to follow up the careers of ex-delinquents and ex-criminals subsequent to their subjection to modern methods of penal treatment.

IN a concluding address shot through with wit and humor, Professor Joseph Beale of Harvard Law School pointed out that the Anglo-American criminal law, in spite of all that may be said against it, has done a pretty good job of preserving the general security. He referred to the criminal law as "an instrument for governing a democracy, which is the hardest thing in the world to govern." Our failure has not been in the substantive law of crime but in peno-correctional treatment. Our democracy has always been jealous and mistrustful both of judges and of juries, limiting their scope and requiring detailed rules whereby their possible arbitrariness might be kept down and judicially reviewed. Mr. Beale admitted the unsatisfactory nature of the well-known legal "tests of insanity" in criminal cases, but insisted that a medical rule, though far superior scientifically, might have to be so general as to be unworkable. "Even the criminal law moves, though slowly. We hope that by getting into closer relations with the psychiatrists and sociologists we can move faster." With these words he indicated that thoughtful lawyers are only too ready and eager to seek and accept any aid that the other social sciences can give them in the solution of a problem that concerns them all.

The Massachusetts Conference on Mental Factors in Crime achieved, in sufficient measure, the goal set for it. It gave an opportunity for various points of view to be presented by experts; and without passing resolutions, or "going on record," or advocating that legislation of one sort or another be immediately enacted, it took one more important step in that informing of the public mind that is the *sine qua non* to ushering in the already-perceptible new era in the social treatment of criminality.

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The Common Welfare

RED MAN—AND WHITE

THE Senate by unanimous vote has instructed an investigation of the Indian Bureau and of matters affecting American Indians. The Senate action followed a series of hearings, now printed, which themselves are an important exhibit in Indian affairs. It will have the benefit also of the economic and social survey of the Indians recently made by the Institute of Government Research at the request of Secretary Hubert Work and just released to the public. Here in the most comprehensive study yet made, lies a picture drawn by impartial specialists which underscores imperatively the need for further understanding and aid of the eldest American race. Its eloquent testimony on the present plight of a primitive people enmeshed in the white man's civilization will be reviewed in a later issue of The Survey.

An appropriation of thirty thousand dollars has been made for the senatorial investigation to be conducted before the next Congress. The investigating committee has for its chairman Senator Lynn J. Frazier of North Dakota—who is chairman of the Senate Indian Affairs Committee—and includes Senators Pine and Thomas of Oklahoma, LaFollette of Wisconsin, and Wheeler of Montana. It has retained Lewis R. Glavis as its attorney and chief of investigations. Mr. Glavis was the chief witness—essentially the prosecutor—in the Ballinger case during the Taft administration, with Louis D. Brandeis, now a Justice of the Supreme Court, as his attorney. He is identified with the conservation program and has had much contact with Indian affairs through the last fifteen years. The committee will proceed slowly with investigations in Washington and throughout the Indian country, in advance of its public hearings. A complete fact-supporting program of remedial legislation for Indians is the end to be hoped for.

Louis Marshall, of New York, the eminent constitutional lawyer, has taken up the cause of the Pueblo Tribes of New Mexico at the instance of the American Indian Defense Association, Inc. Mr. Marshall's services are a gift to the Indians. The Pueblo Conservancy Act, which became law March 13, authorizes the secretary of the interior to place a debt of $1,643,311 on the lands of six Pueblo tribes situated north and south of Albuquerque. The act permits but does not necessitate a burdening of these tribes with a debt which, the Indian Defense Association believes, would be confiscatory and inequitable. Large railway, urban and corporate interests are involved. The secretary of the interior, as directed by the Act of Congress, must devise an agreement with the Middle Rio Grande Conservancy District, and the Indian Defense Association holds that it is still within the discretion of the secretary of the interior to make of the Act of Congress a beneficent instrument. Severe pressure is being brought on the Interior Department to contract to spend the maximum sum authorized in the Act, and every dollar expended becomes a mortgage on the Indians. A half million more or less of the Indian money, according to the Indian Defense Association, would be used exclusively for the construction of works needed by the Santa Fe Railway and the City of Albuquerque and other towns. Momentous litigation in the federal courts may result from the situation.

Dr. Haven Emerson, president of the American Indian Defense Association, addressed the Tri-State Conference of Social Agencies of the Pacific Coast in Yosemite, May 25, on social-service opportunities in the Indian field. He will address the Commonwealth Club of California on the general Indian problem, and will meet with the Indian Defense bodies of Santa Barbara and Los Angeles in June, and subsequently visit among the southwest Indian reservations.

LET TRUTH FIND ITS LEVEL

NEWTON D. BAKER, Emory R. Buckner, Charles C. Burlingham, John W. Davis, Bernard Flexner, Raymond B. Fosdick, Charles P. Howland, Victor Morawetz, Charles Nagel, Walter H. Pollak and Elihu Root join in signing the prefatory note which introduces the first of the six octavo volumes, each of a thousand pages, which will at once preserve and make available to the public the Transcript of the Record of the trial of Nicola Sacco and Bartolomeo Vanzetti in Courts of Massachusetts and Subsequent Proceedings 1920-27. The publishers are Henry Holt and Company, and the publication is the result of the unstinted labor by a group of lawyers and the money contributions of those who regard the trial as one of the great cases in our criminal law, a portentous chapter in the history of American institutions.

Here in this neutral record is grist for the slow-grinding gods of liberty and justice. With the exception of the explanatory title-pages, a table of contents and an index, the record is to be printed without any change whatever. Even misspelled words and errors of punctuation will reappear. Stenographic minutes of the trial, motions, bills of exception, briefs, decisions, sentences, petitions, official statements, minutes of the Lowell Committee's proceedings, the governor's decision, the report of the committee, the earlier Bridgewater trial of Vanzetti, and the final proceedings before state and federal judges as the men awaited execution last August, will be marshalled in the volumes as they issue during the summer. No profit will accrue from the publication of the record, certain friends having contributed towards the expense. It is planned to make the books available to every important library. The basis for judgment will thus be at hand for publicists, lawyers, and men of responsibility, whatever may be their calling. Thus the record should find its own way to the minds of people who are competent to pass on it, letting truth find its own level, now that the means for finding truth are at hand.

The prefatory note by the distinguished members of the bar follows in part:

In his Historical Trials, Sir John MacDonell speaks thus of the difficulties confronting the historian of great trials:

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"No entirely complete report of any ancient trial exists. I mean complete in the sense in which are our legal reports; no verbatim record of all the evidence, together with the interlocutory remarks of judges or jurymen. Rarely are all the speeches given in full; generally only one is preserved; it is much if we have a meagre account of the course of proceedings and the result. All that we know may be derived from an advocate speaking as such or from a rhetorician or an historian who was not a lawyer. Conceive the task of unravelling the merits and issues in the trial of Warren Hastings solely from Burke's heated rhetoric. Imagine the ideas of posterity as to the Parnell Commission, if the only record were Sir Charles Russell's speech, supplemented by an account to be found in partisan history. There is rarely any clear statement of the points of law raised and decided. There is nothing corresponding to our wonderful series of Year Books, or to our Reports of the State Trials, or to the verbatim reports which for some two centuries we have had of all the chief trials. As to the medieval trials, matters are still worse; men were tried, so to speak, in the dark and without publicity, and the only record may be a few formal documents."

The Sacco-Vanzetti case is without doubt an historical trial. As such it promises to be the subject of controversy and discussion for many years to come. It is important that the complete record of all the proceedings in the case should be available and accessible to historical students. Very few copies of the record are now in existence, and these practically not within reach of inquirers. Without the record, comment and criticism must be partial if not partisan; with it, there can be no excuse for misrepresentation through ignorance or design.

For these reasons we approve the printing of the following volumes, which give in chronological order the history of the case.

SISTER AND BROTHER

FOR half a century and more, Philadelphia has been richer for a brother and two sisters who have given openhandedly not only of their means and their time, but of their imagination and their courage. We have never had a leisure class in this country—in the English sense. Could we make leisure, if we had it, something dynamic; something that transcended consumption, or aesthetic appreciation, or philanthropy or even good will; something sensitive to the stirrings of democracy, hospitable to unpopular causes, fruitful of constructive accomplishment? Insofar as two lives can answer this question, it was answered in the affirmative by George and Mary Burnham. They were children of fortune in the sense that their father, the late George Burnham, Sr., was president of the Baldwin Locomotive Works and one of the great business leaders of his day. Throughout a long life the son, who died in 1925, was a force in the civic life of Philadelphia and at point after point where the municipality today conserves the social well-being of this great urban center, the influence of his pioneering efforts and his liberal outlook are felt. The daughter shared her brother's passion for justice, his insurgent sense of a developing life. In them, causes which had yet to win public conviction found early and discriminating support. They knew how to stand their ground—and move forward. Mary A. Burnham died last month at the age of seventy-five. Not only is her loss felt in social work and the cultural activities of the city, but the Woman's Party and the Women's International League for Peace and Freedom have lost a gentle but unfailing champion. Both Mr. and Miss Burnham were members of Survey Associates from its inception, as is Mrs. Theodore J. Lewis, their surviving sister. And in a third generation, Mr. Burnham's son, E. Lewis Burnham, is president of the Philadelphia Bureau of Municipal Research.

EIGHTY CANDLES

IT does not come to all of us to be eighty and to count the candles on a tremendous cake borne aloft by two little turbaned genii who looked as if they had dropped out of a Maxfield Parrish painting. Robert W. de Forest had that experience this spring in the midst of a company which was almost as varied as his activities. Here was a knight in fifteenth century armor—the real thing from the collection at the Metropolitan. Here was a convict in stripes. Here were all manner and ages and vocations visualized in the representatives of the hundred and one organizations taking part in his birthday celebration at the Fine Arts Building, New York. There was nothing of the heavy-dinner tribute about it. No long speeches. Just a pageant put on after the manner of artists to hail a glowing event, with John H. Finley as chief sheik, getting off execrable poetry in inimitable unction, with caravans of lofty two-dimension camels, magic carpets and dancing children, with jewel caskets and flowers and other symbols of Mr. de Forest's major interests; and then a procession of representatives from the cooperating organizations in the fields of the arts, citizenship, philanthropy and the like, handing in their greetings and resolutions to be bound into a volume for the guest of honor. Judge Julian W. Mack, chairman of the board of Survey Associates, in a colored smock—which he wore as familiarly as he wears the black robe on the bench—and across his shoulder a huge editorial pencil, presented the resolutions of Survey Associates. These read:

We are told that twenty years have been added to the average span of life by advances in health and other humanitarian activities. To these you have contributed by your spirited leadership, your robust tolerance, your social vision. With these The Survey is concerned as an adventure in cooperative journalism which you founded in 1912 and which has its roots in journals you fostered in the 90's. We claim those twenty years for you, beginning now. May they be joyous and creative, as the years that have gone before; and may we share in them.

The celebration was engineered by the American Federation of Arts of which Mr. de Forest is president; as he is also of the Metropolitan Museum, the Russell Sage Foundation, the Welfare Council of New York, Survey Associates, the National Housing Association and the New York Charity Organization Society.

In the course of the evening, Mr. de Forest was presented with a layman's art medal in behalf of the Société des Architects Diplomés par le Gouvernement Français. Announcement was made that the week following he would be awarded the Medal of Honor of the National Institute of Social Sciences. Liberty Hyde Bailey, long-time director of the State Agricultural College at Cornell, and Willis Rodney Whitney, director of the research laboratory of the General Electric Company since 1904, were the two other recipients of the gold medal of this institute on May 3.

PATRIOTISM OF THE GOLDEN RULE

"LOVE of country," wrote Louis F. Post, "must be none less than love of one's neighbors within a nation's boundaries. If it be love of them in very truth, it must consist in devotion to those ideals and institutions of the country which guarantee equal rights to all its inhabitants.

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Then there is a larger patriotism, a patriotism which embraces the world, and is the political expression of the Golden Rule." Because Louis Post not only said, but lived these words, it was a rich tribute of homage that his friends and followers brought to the meeting called in his memory by the Robert Schalkenbach Foundation in New York City a few weeks since. From a promising career as a brilliant young lawyer, Mr. Post turned to ally himself with Henry George in the cause of the poverty-stricken and the dispossessed, and as writer, editor, speaker and tireless friend, he carried their banner to the very close of his long life last winter. In the dark years of war, as assistant secretary of labor in the two Wilson administrations, he stood fearlessly as a bulwark against hysteria and panic. "I know of no single act which required more courage, more intellectual keenness, more sheer ability," said Norman Thomas at that meeting, "than Louis Post's single-handed fight to prevent the deportation of some three thousand or more men arrested in the famous anti-Red raids in the last of 1919 and the first of 1920." In an editorial recalling Mr. Post's championship of civil liberty in this "sorry episode of the deportations delirium," as well as his devotion to such American idealism as the Single Tax and the League of Nations, the Baltimore Sun declared, "None could more perfectly meet the test of '100 per cent Americanism' than Louis F. Post."

LETTERS AND SPURS

SEE what an article in Survey Graphic does for a young man! In the April 1927 Graphic, Colonel Peter E. Traub wrote on If War Came Tomorrow. Last month he was made a brigadier general. Contributing factors were General Traub's war record as commander of a brigade of very active troops on the western front, and his intelligent leadership for the past four years, of the Seventy-seventh Division Reserve. General Traub has only five months to serve before retiring from active service, but in physique and in point of view he is young enough to do a lot of energetic living for the next twenty years.

1928's RECORD IN CHILD LABOR

WITH the adjournment of the 1928 legislatures, we can once more check up gains and losses in the child-labor field. Only ten law-making bodies were in session (including Congress, which passed a bill for the District of Columbia) but these represented states with the lowest as well as the highest standards of child labor and school attendance.

In two states, Louisiana and Mississippi, no legislation was introduced. The former had materially strengthened its child-labor law at the previous legislature and at present the outstanding problem is that of enforcement. In Mississippi a field survey by the National Child Labor Committee was in progress and it was advised that legislation be deferred until the next session, to be preceded by an educational campaign based on this study.

Although afflicted with the weakest law in the country, South Carolina was unwilling to consider child-labor legislation. The school law, however, was amended, lengthening the compulsory attendance period, increasing the penalty for violation, and providing for attendance officers. Unfortunately these provisions were accompanied by a reduction from twelve to ten years of the poverty exemption. Farm and home work were undoubtedly in the minds of the lawmakers, but in South Carolina the fourteen-year age limit applies only to factories and mines, and this loophole in the school law makes it possible for children of ten not only to leave school but to engage in many sorts of work. The governor of South Carolina vetoed the appropriation for attendance officers but has not yet taken action on the bill itself.

Virginia and Kentucky, both with child-labor laws conforming fairly well to minimum standards, made advances in educational legislation—their chief point of weakness. Kentucky strengthened the administrative provisions of its attendance law, and the Virginia School Code raised the compulsory attendance age from fourteen to fifteen years unless the elementary course has been completed. For the District of Columbia, Congress has just passed a revision which removes the poverty exemption for children under twelve, extends the eight-hour day and six-day week to all minors under eighteen, forbids work before 7 A. M., raises the standards for work permits, raises the age for street trades, and regulates employment in dangerous occupations.

Among the northern industrial states, New Jersey succeeded in its third effort to raise by one year the educational requirement for children who leave school to work. The present increase is not sufficient, but with many of the educational and women's groups of the state lined up against the measure, it was impossible to accomplish more. To organized labor is due a large part of the credit for the passage of this measure. A bill attempting to control the work of migratory children from other states failed. Real advances are to be recorded in Rhode Island. Hours are reduced from ten a day and fifty-four a week to nine a day and forty-eight a week; night work is forbidden after 7 P. M. instead of 8 P. M.; and the street-trades law is extended. The Massachusetts League of Women Voters sponsored a bill to set a flat sixteen-year age minimum for all employment and to raise to eighteen the age for certain dangerous occupations. Because of its failure to consider vacation work, continuation-school attendance, and so on, many of the groups interested in child labor did not support the bill, and it was defeated.

The remaining state, New York, had perhaps the most significant legislative history of all, its outstanding feature the cooperation of the State Departments of Labor, Education, and Health, the New York Child Labor Committee, the State Federation of Labor, Associated Industries, and other groups in redrafting the child-labor and school-attendance laws. Present standards were firmly entrenched, and improved at many points. The significance of this legislation lies not so much in its advances, though real gains were made, but in the fact that all the groups concerned, including the state organization of employers, have now gone on record as endorsing the present high standards of New York State which, it had been feared, might become a target of attack following the publication last fall of a child-labor program by the National Association of Manufacturers which fell considerably below the New York State standards. In one respect the law was lowered: the continuation-school age, which was to have been raised to eighteen in September, was definitely fixed at seventeen, the present age. Although the State Department of Education and organized labor were strongly in favor of eighteen as the ultimate age, all agreed that it was impracticable at the present time.

Perhaps the chief lesson to be drawn from this year's experience is the realization that in the absence of a federal

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law we are faced with two distinct legislative problems—that of making bad states good, and good states better. This year something has been accomplished along both of these lines, though the advance in the "bad" states is relatively slight. Indifference rather than active opposition, however, seems to be the present foe of legislation—a fact to be borne in mind in preparing for the big legislative year of 1929 when forty-three states will have the opportunity of considering provisions for the improvement in their child-labor laws.

OMAHA'S MOST VALUABLE CITIZEN

HAIL to Dr. Harold Gifford of Omaha! And hail to the Omaha Post of the American Legion. On the choice of the nine past commanders of that post, Dr. Gifford has been awarded the legion's civic-service citation as "Omaha's most valuable citizen for 1927." The significance of this act was revealed when, as he was handed the honor at the City Hall, Dr. Gifford said:

I had been informed in a rather mysterious manner that something like this was to happen. I was surprised, as I had believed the American Legion was against pacifists and socialists.

But if you can believe that a pacifist is one who abhors war and its evils, and studies it in all its phases to the end that war may some day be abolished forever and ever, and if you can believe that a socialist is one who studies conditions with an idea of alleviating injustice, then I am both. And I am very happy at receiving this honor.

C. D. Sturtevant of the Chamber of Commerce called the overture on the part of the Omaha veterans a "graceful and wonderful thing," and in his brief talk said:

You men who served in the War, by means of that service are in a position to know what devotion to a cause has counted most, and your selection will prove to be a popular choice.

And John L. Kennedy, the first and only other Omahan to receive the citation, added:

You may call Dr. Gifford many names; you may call him pacifist and socialist, but he is a man. The legion has honored itself in honoring him.

In his professional life, Dr. Gifford is one of our ranking specialists in the eye and is called in consultation over wide areas west of the Mississippi. He was a pioneer in his field, and for twenty-five years was head of the department of opthalmology of the Medical College at the University of Nebraska, which awarded him the honorary degree of doctor of laws in 1921. He was a classmate fifty years ago at Cornell of Mrs. Florence Kelley, secretary of the National Consumers League, and like her has had a life-long interest in social and economic problems, matching his work as a scientist with a pliant and insurgent approach to social and economic problems. He is an amateur botanist, and one of his dreams has been to conserve for future generations the stretch of bluffs and woodlands that mark the river bends near Omaha. The river drive was his inspiration, and he has given large tracts of land in the south of the city for parks and reserves—among them the site of the Boy Scout camp. One of the members of The Survey staff remembers a windy day when Dr. Gifford stood on the bluff above the Missouri River and outlined his dream for Omahans of the future.

The citation of the American Legion follows:

American Legion Civic Service Citation, 1927. Be it remembered: That by authority conferred upon its officers and past commanders by resolution of its members, Omaha Post No. 1, American Legion, hereby cites Harold Gifford, builder of the health and citizenship of Omaha's children; author and sponsor of far-seeing designs for the city's orderly and beautiful growth; donor of places of beauty for the recreation and inspiration of all the city's people; lover of nature and of its wild life, whose energy and foresight have preserved them for the city's future generations; open-handed giver to public cause and private charity; fearless exponent of constructive plans for the greater Omaha of the future.

As the resident of greater Omaha, who by forty years' of devotion to these ends culminating during the year 1927, has made the greatest contribution to the city of disinterested and unselfish service, unassociated with his vocation and personal interests.

Fellow members of Survey Associates will appreciate this tribute to Omaha's first citizen.

TO BROADEN COLLEGIATE LIFE

MORE work done and more freedom in doing it, is the double aim of a new program of study to be put into effect this fall at Columbia College, the undergraduate division of Columbia University. The new plan, the result of long study on the part of faculty and administrative officers, replaces a program which has been in effect for two decades.

According to the announcement of Nicholas Murray Butler, president of the university, the first two years of collegiate work will be reorganized to provide "a good general education," so that if the student does not desire further study of this type he will have "accomplished something that is definite and most helpful in making him an intelligent citizen." The junior and senior years are to offer only work "of genuine university character in preparation either for professional or graduate schools in the university, or a preparation for the yet more serious business of living."

Two conspicuous features of the new program are lecture courses demanding neither prerequisites nor examinations, giving a comprehensive general view over important fields of knowledge, and reading courses given cooperatively by two or three instructors in departments which are different but whose work is somewhat allied. Students competent to omit required courses will be encouraged to do so. The whole plan will attempt to "measure progress toward the bachelor's degree in terms of real achievement, rather than in terms of prescribed courses, or hours, or points, or anything of that kind."

DOWN STAGE

A COMMITTEE has reprinted the appreciation which Oswald Garrison Villard wrote for the memorial service in December to Mrs. Gordon Norrie in New York. It tells of her part in civic and social activities—her fearlessness and keenness of spirit. Mr. Villard's concluding paragraph is one which gives in a way a new-old setting for such a life and such a work. "Thus ends our play," he wrote. "There is no curtain to come down on Moralities; the old stage had no drops. None is needed here, no reason to screen the beauty and the holiness here set forth before which Death himself is at a loss. Backstage there still stand, huddled, beaten, Mistress What-Care-I, and Dame Hardheart, and foul Madam Content, her face painted and puffed, sordid Ambition, and the strumpet Compromise, ever

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luring men to their fall, her hand-maidens Prejudice, Superstition, Idleness and Folly about her. Downstage stands another group: Honesty, Bravery, Steadfastness, Unselfishness, Truth, Faith, and Vision, with Character at their head. They stand united at Margaret Norrie's side, their wreaths triumphant upon her bier."

MERCHANT CITIZENS

SOMETHING over forty years ago, an immigrant boy of sixteen turned up in Pittsburgh, from Viernheim, Germany. His name was Henry Kaufmann, and he was to become one of that remarkable group of department-store owners who have contributed so signally to American community life. The very fact that a department store synthesizes callings and lines of trade, and that its fortunes are dependent upon the prosperity of the whole community, and especially upon the prosperity of a community's wage-earners, has seemed to give the business leaders in this field a broader and deeper grasp of the common welfare than the general run of manufacturers, for example, who touch the community life from but one side.

Henry Kaufmann is a case in point; and in his case also is the recollection of his experience as a Jewish immigrant foraging amidst the tense activities of the American steel center. Herein, no doubt, lies the clue to the fact that with the gift of a new addition—land, buildings and equipment costing $625,000—to Irene Kaufmann Settlement in Pittsburgh, he has become the largest single donor to neighborhood work in America. His gifts to this settlement, in memory of his daughter, total $1,750,000. The new addition will include an auditorium in memory of Mr. Kaufmann's deceased wife, a little theater, gymnasiums, baths, an enlarged music school, additional space for the neighborhood art school and the handicraft activities of the settlement; a fully equipped playground and a new "children's milk well." Mr. Kaufmann's gift has been the subject of a congratulatory resolution of the City Council of Pittsburgh.

POSTINGS OF PEACE

IN one phrase or another we often acknowledge that peace has its casualties no less than war—young lives crippled or snuffed out in the full play of vitality and accomplishment. The organized groups in New York engaged in promoting good will and in advancing our international relations, have had this borne in upon them in an especial sense in the last twelve months. To spread common understanding and build up constructive public policies, in this field toward which Americans were so indifferent in the prewar years, has made exacting demands both on strength and idealism and both have been offered. The secretary of one of the most active of these bodies throughout the ten years since the Armistice, is at a ranch in the Southwest slowly recovering strength; the former chief of its research staff is among the health refugees in the Adirondacks. Their friends anticipate their return in full vigor in the course of time.

In the case of one of the buoyant organizers of the League of Nations Non-Partisan Association, the full measure of devotion has been given. Marjorie Driscoll (Mrs. Leland B.) Duer died in May of pneumonia, after a winter's effort into which she had put the remarkable gifts that had characterized her social work in earlier years and her secretaryships of the Men's and Women's City Clubs. The firing line of peace has its casualties—and its heroines.

IN FAVOR OF LIBERTY

TO those whose faith in the vitality of the great liberal tradition, expressed in Magna Charta, the Bill of Rights and Article I of the amendments to the Constitution, have been strained by the successful perversity of postwar official and unofficial censorship, the opinion of the highest tribunal of New Jersey in the case of Roger Baldwin and others comes like an east wind after a sultry summer day. The case arose out of the strike of the silk-mill workers of Paterson, New Jersey, which began on August 1, 1924. The strikers had planned a mass meeting in Turn Hall on the evening of October 6, to voice their grievances. The police authorities forbade the meeting and dispersed those who attempted to hold it. Whereupon two or three hundred persons gathered in City Hall Plaza and at "about 7.40 in the evening a procession of about thirty persons marched along Market Street in pairs from the headquarters of the Association of Silk Workers to the plaza, led by two young women bearing an American flag, and immediately behind walked the defendants, John C. Butterworth, Roger N. Baldwin and Ferris Frecka. . . . The defendant Butterworth started to address the crowd, saying 'Fellow Workers,' whereupon he was interrupted by police officers, who asked him if he had a permit to hold a meeting at that time and place, to which inquiry he replied, 'This is my permit,' holding up a book in his hand, whereupon he was put under arrest, to which he made no resistance but quietly submitted." The indictment charged defendants with unlawfully assembling and with the intent "routously, riotously and tumultously to beat and assault and frighten and intimidate certain quiet and orderly persons then and there gathered and standing." The court of first instance convicted Baldwin, Butterworth and others and sentenced Baldwin to six months in jail. This conviction was sustained by the state Supreme Court whose judgment is now reversed by the state's highest tribunal, the Court of Errors and Appeals.

The opinion was written by Supreme Court Justice Kalisch, who after a luminous review of the rights confirmed and guaranteed by Magna Charta and the Bill of Rights, "the mainstay of the British Constitution and the bases of our federal and state constitutions," declares that "these constitutional mandates, being in favor of the liberty of the people, must be given the most liberal and comprehensive construction." He finds that the object of the plaza meeting was to protest publicly against action taken by the police authorities which prevented the strikers from holding their meeting to vent their grievances in a public hall and that this object was not *per se* unlawful. He finds that there was nothing in the conduct of the strikers or their sympathizers "to reasonably create in the minds of firm and courageous persons a well-grounded fear of threatened danger to the public peace." On grounds of fact and law, his opinion reversed the police and lower courts and set Baldwin free.

The American Civil Liberties Union through Roger Baldwin has rendered a public service in creating the occasion for this redefinition of the right of free assembly by competent authority. We hope that the union will make the record of the case and Justice Kalisch's opinion conveniently and widely available as a textbook on those basic guarantees of liberty which it is the duty of all citizens to understand and defend.

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Mr. City Employe, Banker

By ROLF NUGENT

THE majority of callers at New York's Municipal Building get no farther than the department on the second floor that issues fishing licenses and marriage licenses. But if you should wander as high as the seventeenth floor and as far down the corridor as the sign "Municipal Credit Union," you would see in operation an institution which is writing a big page in the epic of a new American institution.

You step up to the barred window and the cashier asks if you wish to make a payment on shares or on your loan, or if you wish to borrow from the credit union. If you are not a member, perhaps you would like to join—membership is open to any city employe. Some 12,000 city employes are now members—among them, 1,000 school teachers, 1,200 firemen and 2,000 policemen—and they own shares in the credit union amounting to more than $1,000,000.

This money is used to finance the personal needs of the members themselves. The most common purpose for loans is to meet expenses arising from childbirth, sickness or death. Taxes, the winter coal supply, home-building, life or fire-insurance premiums, and vacations are also frequent uses to which loans are put. Many members use their borrowing privilege to buy for cash things that they would otherwise have bought on the instalment plan. They find in many cases a large saving can be had by financing the purchase of their automobile, piano, radio, or washing machine through the credit union.

Any one who holds two five-dollar shares in the credit union can borrow from it. The collateral on which he borrows is his own reputation for honesty and integrity among his fellow employes and the reputation of the persons who are willing to endorse his note. The purposes of the loans are carefully examined by the credit committee, elected by the general membership. They assure themselves, like all good bankers, that the loan will be put to a useful purpose, and that the borrower will be able to repay it. The ordinary loan secured by endorsements is discounted at 4.2 per cent and runs for ten months. Payment is made in equal monthly instalments. On loans of over five hundred dollars for home-building, secured usually by second mortgages in addition to endorsements, the annual interest charge is 8.4 per cent on outstanding balances. On loans secured by shares exceeding the amount of the loan, the interest is 7.2 per cent. In each case, however, the basis of credit is the man's reputation with his associates. Further security is of secondary importance, but honesty and stability are paramount.

How effective is the security of character? The answer lies in the office manager's simple statement that since the organization of the credit union, the total losses of the union have been less than forty dollars. During this period loans totaling eight million dollars have been made. The protection of the investors in the credit union is the legal requirement for regular examination of the books of the credit union by the state banking department and the creation of a guarantee fund to which one-quarter of all annual earnings must be assigned until the fund equals the capital or exceeds fifty thousand dollars. The Municipal Credit Union's guarantee fund has now passed the hundred-thousand-dollar mark. One-half of this fund must be invested in federal, state, or certain municipal securities.

Where the demand for loans does not equal the funds available for this purpose, the money may be invested in certain prescribed securities in addition to those available for the investment of half the guarantee fund. Where the demand for loans exceeds the supply of cash, the institution may borrow under conditions prescribed by law.

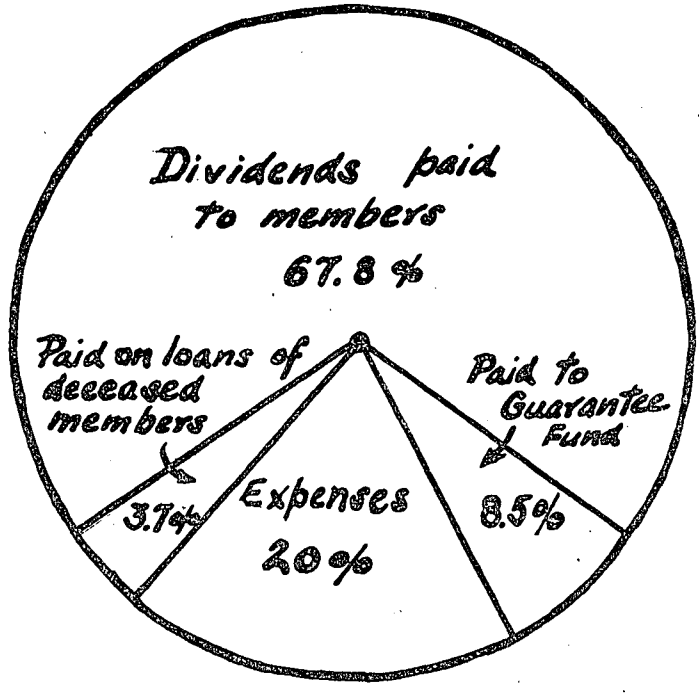

Chart I: Income distribution

The Municipal has never failed to pay a 6 per cent dividend since its organization. Its policy has been to reduce the cost of credit rather than to increase the dividend rate. At the close of 1927, however, a 3.6 per cent extra dividend was declared and the interest rate reduced at the same time.

The whole picture of what the Municipal Credit Union has accomplished for employes of the City of New York cannot be presented unless one appreciates their financial condition before the advent of the credit union. Municipal employes were notoriously improvident.

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Arthur H. Ham, vice-president of the Provident Loan Society of New York and former director of the Department of Remedial Loans of the Russell Sage Foundation, wrote in 1911:

Let us imagine a parade of 200,000 men marching 16 abreast in close formation, and reaching from Washington Arch to 130 Street, a distance of six and one-half miles. In the front ranks are 2,000 policemen, next come 2,500 firemen, then 2,000 other city employes. . . . If we will just imagine a parade of this size and character, we will get an idea of the extent of the loan-shark evil in New York City. For this is the procession of victims of the loan sharks on their way to the loan offices to make their payments. Many of these victims are victims of their own improvidence. This is shown by the fact that the back-bone of the loan business is made up of city employes and employes of large corporations whose pay is regular and above the average, and whose positions are fairly secure. Many also are victims of circumstances. . . .

USURY among city employes, so wide-spread fifteen years ago, is today a rarity in comparison. The loan shark tried to keep his borrowers in debt so that they might continue to pay him his exorbitant interest. The credit union makes an effort to restore its borrowers as quickly as possible to a "pay as you go" basis. The very facility with which a credit-union loan is amortized is in itself a training for the accumulation of savings. Many borrowers, when the loans are repaid, continue to accumulate payments on shares at the same rate at which their previous loan had been amortized.

Money has poured into the Municipal Credit Union so rapidly that it has become necessary to limit the number of shares that may be held by any member far beyond the legal limitation. When the limit is reached, the member is advised to use his savings for the purchase of investment securities or for the cancellation of the mortgage on his home. In this way, small savings are accumulated and are turned in bulk into income-producing channels.

Thrift follows in the wake of the credit union for several reasons: First, emergency demands for cash are supplied to members on terms that make repayment most convenient to the borrower. The Municipal Credit Union is geared to the needs of city employes and its terms can be further flexed to fit the peculiar circumstances of individual cases. The ability to borrow for emergency needs is a necessary supplement to thrift. The borrowing privilege permits the man of small means to maintain a smaller cash reserve against emergency needs and to divert more of his savings into productive uses; it relieves him of many financial worries that, without an available source of credit, wracked the happiness of his home life and destroyed his working efficiency. It is an essential step in tapping the unproductive "stocking banks" of the American wage-earner. The security of being able to borrow, whether or not the necessity ever comes, has too long been overlooked in thrift promotion.

Second, each member has a personal interest in his "miniature bank" because he shares in its earnings and helps to direct its policies by his vote for its officers.

Third, it is convenient for him to reach.

One of the most interesting features of the Municipal Credit Union is its second-mortgage service. Years ago America became a home-owning nation largely because of the development of building and loan associations. Recently so many agencies have come into the market for first mortgages that first-mortgage financing is no longer a problem in home ownership. But in metropolitan communities, real-

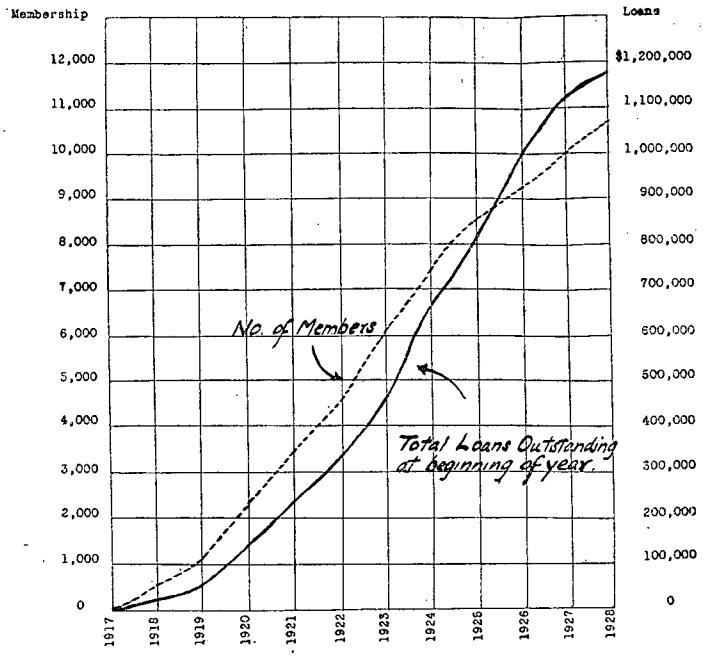

Chart II: Growth in membership and business

estate values are so high that the average wage-earner cannot meet the payment necessary to finance the purchase of a home down to the first mortgage. Legally, the second-mortgage business is almost entirely a bootleg business, and the borrower pays in addition to a normal market rate for money, added costs to compensate the lender for his risk and the odium involved with an illegal transaction. Naturally, this leads to all sorts of mortgage sharkery in which many a property-owner has been defrauded out of his entire equity in his home. The Municipal Credit Union started its second-mortgage business partially as an outlet for a growing share capital, which it could not use in personal loans. It soon found that it could cut to almost one-third the cost of commercial second mortgage.

THE real service that this institution renders in helping to finance home ownership is not, however, its low interest rates, so much as its desire to have the borrower benefited by the loan. Many city employes apply for mortgage loans to buy property from high-pressure salesmen who point out the advantage of buying a home over paying rent. They point out that the interest on the money necessary to buy the home is ten dollars a month less than the rent. But they forget to add that taxes, insurance and emergency incidentals must be added to the interest cost, and what is more disastrous, if overlooked, that any mortgage, junior to the first, must be rapidly amortized to avoid payment of a 20 per cent bonus for refinancing when it falls due.

The commercial loan company asks only, "Will the money be paid back?" The cooperative organization adds to this question, "Will the borrower be benefited by the loan?" In this difference lies the chief advantage of cooperative credit institutions.

The balance sheet and income statement of the Municipal Credit Union are worthy of attention. Ninety-six thousand five hundred dollars was paid to members in dividends at the close of the year 1927. Eighty-four thousand dollars of this was paid out of current income and the balance was paid from undivided profits. The dividend rate payable from current earnings was about 8.3 per cent, which is approximately the average rate of income on loans. This

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means that expenses and payments to the guarantee fund were met by the income from shares which either were not held long enough to receive dividends or were redeemed before the dividend payment date. (See Chart I)

For every dollar of shares, the credit union owns $1.12½ in assets distributed among notes receivable (discounted and unearned interest subtracted), bonds and cash. Equipment and supply inventories are not included in the balance sheet. In case of liquidation therefore, shareholders would receive more than the par value of shares and this was one reason for distributing part of the undivided profits as an extra dividend this year. Chart II shows the growth of the credit union in membership and business. The record of the Municipal Credit Union has long been used as Exhibit A by the enthusiasts in cooperative credit, and it has been a big factor in the development of the credit-union movement.

Uniting Forty Federations

By SAMUEL A. GOLDSMITH

FOR fifteen years there has been discussion, and for approximately five years serious study, of relationships that have grown up between national Jewish organizations and local Jewish federations and organizations. Beginning as a problem of finance, the emphasis has shifted gradually to problems of functions of the national organizations in relation to functional development of social work in local communities, particularly in sixty-three larger centers of Jewish population.

At the Des Moines meeting of the National Conference of Jewish Social Service, forty federations grouped themselves for the purpose of studying the work as well as the budgets of the various national Jewish organizations resident in America and also as many as possible of the Jewish organizations resident in Palestine. Groups of Jewish contributors had been irritated in some instances beyond the possibility of clear thinking by the persistent hammering of appeals for money, and also to a very considerable extent by apparently conflicting theories of work with the tuberculous, work on behalf of cultural and educational projects, work on behalf of Jews on farms and Jewish immigrants.

The 40 federations represented in their constituent communities well over three-quarters of the Jewish population in the country and more than three-quarters of the Jewish philanthropic contributions. They asked the Bureau of Jewish Social Research to make a study of the 31 American Jewish national organizations and of some 80 Palestinian organizations that had been listed at the bureau's office in New York. It was subsequently discovered that among the 31 organizations were some susceptible to study, some not susceptible to study or control. The 80 Palestinian organizations originally listed dwindled to some 41 upon study, but examination by a special committee on the ground in Palestine disclosed 142 of which some 85 derived 75 per cent of their support from the United States. Added to all these are organizations resident in Europe, generally speaking educational institutions, which from time to time make appeals here but which were excluded from the study.

In Cincinnati, in the course of the meetings of the National Conference of Jewish Social Service, May 9 to 13, the report of the Bureau of Jewish Social Research was presented and generally speaking accepted.

The trend of the situation can be best gauged from the recommendations that were adopted by the representatives of the forty federations grouped in the National Appeals Information Service. First, the N. A. I. S. continues to employ the Bureau of Jewish Social Research to receive and analyze financial and functional information concerning all national organizations and to make special studies, particularly with respect to any contemplated expansion of activity or building facilities. Second, the N. A. I. S. asks national organizations to engage in joint appeals for funds in the largest Jewish communities, New York, Philadelphia, and Chicago, to consider the establishment of joint offices and to engage their collectors jointly to cut down the expense of overhead; in other cities to secure jointly their funds through the Jewish welfare funds and the Jewish federations. In some of the cities, particularly on the western coast and in such eastern cities as Harrisburg, Cincinnati, Detroit, an attempt has been made to establish Jewish welfare funds locally, aside from the Jewish federations, to discharge the obligations of the local Jewish communities to national organizations and to certain local cultural activities whose support is not secured from the chest or Jewish federation.

NATIONAL organizations are asked to place their work on a budgetary basis and to submit their budgets annually for analysis, to charge fees for specific services, to make charges to patients in the various tuberculosis sanatoria, and to link up their work with local medical and social facilities in the interests of cooperative development on behalf of both the local community and the national organizations. The executive committee of the N. A. I. S.—and particularly its chairman, William J. Shroder of Cincinnati—were emphatic in declaring that the organization would develop only on the basis of cooperation by national agencies and that it was its very earnest desire to work the problems out on a mutual basis of good faith. The national organizations themselves, at least some of the more important ones, who raise the bulk of money for national work, already have gone far toward reaching this basis of understanding and good faith with the Jewish federations during the last five years.

The National Appeals Information Service will advise its constituents with respect to the national organizations or organizations making national appeals which should or should not receive support. With the banding together of the more important Jewish communities in the country to reach conclusions on the basis of serious study, the worthwhile national organizations will have an opportunity to obtain their funds with a minimum expenditure of energy and money and to develop their programs with a minimum of friction and a maximum of cooperation with local Jewish communities. The N. A. I. S. represents a tremendous stride in the direction of working out national programs with the consent and cooperation of local communities, which have a sincere desire to discharge their obligation to support national and international organizations whose work is soundly planned and effectively organized.

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Rediscovering the Man in the Worker

By ROBERT W. BRUÈRE

DURING the staff conference at which the Grown Up number of the Survey (April 1, 1928) was being planned, Geddes Smith, our former managing editor, made an observation which has stuck in my mind as peculiarly significant of the spirit of the times. The question had been raised as to whether one of the chief characteristics of the adult was not the ability to see life in terms of maturely considered programs for the better organization of society, national and international. His answer was that the experience of the past decade had bred a wholesome skepticism of our ability to formulate such generous schemes with any assurance that they would be relevant to the realities of our human situation; that before we could effectively proceed to any such ambitious formulations, we needed to understand ourselves as individuals, to define the things which we as individuals want of life, and to appraise our individual and environmental resources for attaining them: Our thinking about social planning must remain turgid until we can think clearly about ourselves. His statement was more than a reiteration of the Greek "know thyself" for it was charged with the implications of recent scientific psychology which is as hopeful of its ultimate ability to get at the dynamics of the individual as the physicist is of his ability to get at the constitution and dynamics of the atom.

The application of this point-of-view to the problems of human relationships in industry is yielding rich values not only to industry but also to education in general. It is rediscovering the man in the worker, who during the dramatic conquest of industry by the machine appeared to be losing his human identity. "To manage men requires understanding them. The function of psychology is to give that understanding. To understand men requires, among other things, knowing as far as possible what has made them what they are. How far are their abilities, their desires, and their characters inborn and therefore fundamentally unchangeable? How far are they acquired and therefore subject to change by the same forces which developed them? These are questions of great importance in industrial relations. Until we know the sources of the traits that play so important a part in any human situation, we are not fully equipped to deal with it." With these sentences, Elliott Dunlap Smith opens his book, Psychology for Executives (Harpers: price $3.50 postpaid of The Survey).

Mr. Smith is a division manager in the Dennison Manufacturing Company as well as lecturer in Harvard. To those whose business it is to follow the vast output of shears-and-paste-pot writers on industrial relations, his title is likely to suggest a forbidding array of pretentious statistics and diagrams. The book contains nothing of the sort. Neither does it go in for any of the current psycho-analytic jargon. It is as homely, lucid and pointed with instances as Poor Richard's Almanac. Mr. Smith knows his literature from Freud to Watson; but he is not obsessed by messianic doctrine. He deals with the substance of expert observation in the spirit of an Agassiz, or a Millikan.

Take the hot debate between the 100 per cent eugenists and the 100 per cent behaviorists. Mr. Smith avoids both terms. He recognizes that one of the most bitterly disputed questions of psychology is the comparative importance of inheritance and conditioning, the scientific answer to which "at its present stage seems lost in controversy and confusion." Instead of confounding the confusion by chopping threshed straw, he cites cases. Perhaps the greatest common human characteristic, he observes, is the unparalleled capacity of man, among all living creatures, to learn. What he is when born is molded from day to day and year to year by what he does and what he experiences. He acquires habits—tendencies to act in established and not random ways.

AND because these ways are definite, they may be analyzed, modified, improved. "A girl fresh from school was employed in a paper-box factory. Her fingers were clumsy. She held her glue brush awkwardly. She got more glue on her fingers than on the edges of the paper where it belonged. She tried her best, but she could make boxes neither quickly nor well. A year later she was making boxes both quickly and well. In a few years she had become one of the most highly skilled box-makers in the factory. Yet she then expended less energy and tried less hard than at the start. She had changed from a novice to an expert, through learning working habits." Such observations lead him to suggest as a practical guide to executives that although there are unquestionably hereditary differences, "because of the extent to which the development of human beings may be influenced by environment, and because of the wide differences in life-long environmental conditions, one must be cautious in deciding that the abilities or defects of any individual, class, or race are inborn, even though handed down from generation to generation." The moral of which is, as I get it, that it is the business of the executive to replace the traditional system of arbitrary hiring and firing by a system of education which has intelligent regard for the latent abilities of each individual.

A most illuminating part of the discussion of the forces of personality has to do with the incidence of repetitive work. The act of doing repetitive work sets the operative's reveries free. He spends much of the day in relatively uncontrolled and uncensored thought. "He may have innocent or evil reveries. . . . In revery a person may rehearse plans of revenge or self-help, paying little attention

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under its flickering censorship to the validity of means. . . . Baffled wishes may find an easy outlet in the dream plans of revery. Whenever contemplated action is rehearsed, a mental habit—a behavior pattern—is formed ready to take place in action at some unwary moment of temptation. . . . The act or speech may thus literally take place before one knows it."

These statements are made as comments on cases. A new employe is inspecting greeting cards. Her job consists in looking for certain specified defects and rejecting any cards on which they occur. One day near Christmas it impresses her as a pity to throw such attractive cards away for such minor defects. Friends would hardly notice them. She isn't the sort that would steal. But is this stealing? Why waste the cards? They are pretty. She was not tempted to take perfect cards.

Excitement weakens the censorship. An employer in the glow of explaining the beneficent industrial despotism in his factories let escape him: "We treat our laborers as we treat our cattle. We keep them clean and well fed, and they are happy." Stale routine may do for the higher executives what repetitive work does for the operatives. "Except in extraordinary circumstances, an executive has no business to let himself get so tired that he does things he would not otherwise do." By the same token, he needs to remember that adequately rested employes generally have wholesome reveries. But opportunity for intelligent attention is better than random revery of any kind. "The progress of mechanical efficiency is today restoring to the operative the opportunity of giving intelligent attention to his work. . . . Recently, automatic feeding of machines has been greatly extended. . . . The operative ceases to be a machine feeder and becomes a machine tender . . . is engaged most of the time in work that calls for attention and thought."

Mr. Smith calls his book Psychology for Executives; but he leaves the reader with the reassuring conviction that every man is the executive of his own life and that the problem of management, whether of one's self or of others, is one that can be intelligently dealt with. In this sense, every man is a manager. The executive, in the sense of the term as used in the title, is distinguished from the least of the workers only insofar as he has mastered these techniques of human understanding more fully than they, and has at once the ability and the responsibility for them. He becomes the guide and leader, rather than the boss. "Hitherto we have read theories of psychology and seen visions of the help they might give us, only to be disappointed in our attempts to apply them to life," says Mr. Dennison in his introduction. "Psychology has been too far away from the actual problems of business." And from the actual problems of the common man's life. Mr. Smith brings the best results of recent experimental psychology very near to both. His book is not for "executives" only; it is for educators, parents, all of us who want light on self-management.

The Manufacturers' Program Won't Do!

By FLORENCE KELLEY

THE hope of credulous optimists that the Junior Education and Employment Program of the National Association of Manufacturers was a minimum to be applied to backward states only, has received a fatal blow. We quote: "We have never believed that any organization has the omniscience with respect to any social problem which justifies it in formulating any 'Program' which is proclaimed as either 'minimum' or 'maximum' . . . but under different conditions at different times and as new information becomes available we might enunciate other standards, either higher *or lower*. . . ." (Italics ours.)

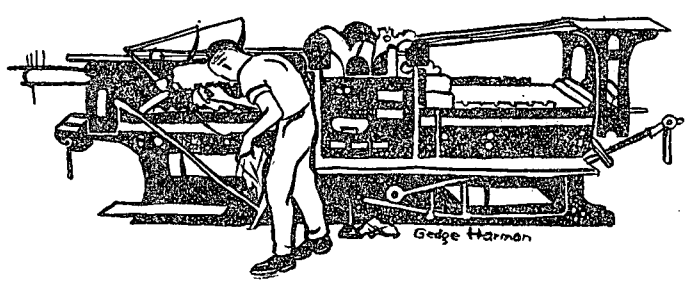
This is from An Analysis of the Program and of Criticisms Which Have Been Made, by Noel Sargent, secretary of the association's committee, issued April 17, 1928.

Mr. Sargent explains that ". . . the present analysis and answers to specific criticisms have been referred in outline to Mr. Howell Cheney, chairman of our committee. They have been approved in principle by him but he has had no opportunity to see the specific language employed." It is not claimed that "these principles have been approved by the board of directors of the association."

As secretary of the committee of which Mr. Cheney is chairman, Mr. Sargent speaks as a responsible agent of the N.A.M. The thanks of this country are due him for disclosing the source of the N.A.M.'s unwavering opposition to the eight-hours day for boys and girls changing from school to industry at the fourteenth birthday. We quote:

> It has been claimed that in addition to providing for a forty-eight-hour weekly limitation we should further provide for an eight-hour day limitation. We are not prepared to do so. We feel that such a suggested legal limitation would be opposed by a majority of our directors and members, not because of any desire to work children long hours, but because of a belief that the recognition of a uniform eight-hour basis for any group of workers will be used as a "peg" with which to try eventually to force enactment of legislation stipulating a legal eight-hour day for all workers. To such compulsory legal uniform limitation we are opposed.

This avowal illuminates the persistent determination of the N.A.M. to control the labor of youth. For example, in Illinois in 1895, the late John M. Glenn, secretary of the Illinois Manufacturers' Association, obtained a decision of the state supreme court that the eight-hours law applying to "female employes" in manufacture was contrary to the Constitution of the United States. Fortunately, however, the court stated that a statute applying solely to minors might have been sustained. The legislature thereupon enacted in 1901 an eight-hours law for boys and girls up to 16 years of age, Illinois heading the list of 39 states which



Courtesy of Consumers' League of Cincinnati

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have, in the long period of 33 years, adopted this humane measure.

Could the reason now assigned for omitting the eight-hours day from a program for the "further protection of employed children 14 and 15 years old" be more cynical?

To such a program, thus interpreted, what answer is conceivable but immediate enactment in the remaining ten states, of the eight-hours day for children? And reenforced by the New York working hours, 8 A. M. to 5 P. M. in factories and 6 P. M. in stores? These have stood the test of twenty years, are virtually self-enforcing, and he would be a mad critic who should try to prove that New York industry has suffered from this enlightened measure. In this field, our principle is "The best that any state has done for its youth is none too good for all."

No proposal in the program is more reactionary than that to make 9 P. M. the universal closing hour. We quote Mr. Sargent:

> There has been some criticism of the hours stipulated. . . . As concerns the hour after which night work will not be permitted, we feel safe in saying that so far as the manufacturing interests generally are concerned any adjustment between 6 P. M. and 9 P. M. would be satisfactory.

What precisely does this mean? Would the committee agree to 6 P. M. as a standard (the law in 10 states)? Or 7 P. M. (the law in 21 states)? Or do they really want 8 P. M. if not 9?

Later Mr. Sargent qualifies:

> Whether it (adjustment between 6 P. M. and 9 P. M.) would be satisfactory to commercial or general business interests among employers is somewhat doubtful, and a matter upon which we cannot speak with any authority.

IS the satisfaction of business interests to decide? Or the welfare of working children?

As a health measure, any closing hour after 6 P. M. is virtually worthless. For it makes enforcement of the eight-hours day difficult, evasion easy, and undue fatigue of working children inevitable. Omission of the eight-hours day makes "any adjustment between 6 P. M. and 9 P. M." as unwelcome to friends of children as the original 9 P. M. closing hour. It will find little applause from settlements with clubs and classes, from Boy Scouts and Girl Scouts, Camp Fire Girls, or Girl Reserves of the Y.W.C.A., or the playground and recreation movement. Why deprive these eager young folk of their evening opportunity to become healthy, intelligent, cheerful citizens?

We who live in the second quarter of the twentieth century—era of mass production and ever increasing industrial injuries—must never forget that the intelligence which created mass production can make it safe. When will it do so?

The program proposed, "the strengthening of laws forbidding the employment of children in hazardous occupations by more *carefully defining* the specific hazards," (Italics ours) and supplemented: "Wherever hazardous conditions can be definitely described and are known to actually exist, children should be excluded from such employment."

Mr. Sargent is bolder—he says:

> (1) We oppose legislation now defining or attempting in the future to define specific hazardous employments for any group of workers.
>
> (2) We believe that some proper state authority should have the power after hearing evidence to define and revise lists of dangerous occupations for employed children, and to make exceptions thereto when it appears that adequate protective safeguards have been installed. . . .

The intent is to remove legislative action, and leave exclusively to an administrative body—which can be swayed—the control of safeguards. Mr. Sargent's proposal "to make exceptions to" the rulings as soon as "it appears" that "safeguards have been installed" would make non-enforcible any prohibition. A machine may be safeguarded in one plant and unguarded in the next.

Mr. Sargent discusses confusingly the statistical relation of injured minors to the rates for adults. But assumptions, deductions, averages, percentages, and the whole propaganda which they serve, fail to answer the insistent questions: In which industries are youth receiving permanent disabilities? How many in each industry? What compensation do they get when crippled? And what do their parents receive when sons and daughters are killed?

THE spread of compensation laws, though slow and incomplete brings, every year, light upon this skeleton in industry's closet. Meanwhile, it is no solace to a mother bereaved and impoverished by loss of the life and earnings of an adolescent, to know that other mothers are grieving over the destruction, or impairment, of older boys and girls or of husbands and fathers. The statistical relation of injured minors to injured adults is beside the question under consideration. It is boys and girls and not percentages that are maimed. As a basis for intelligent action, what this country needs to know for every state, through annual concrete, specific, official statements, is how many young people die in industry each year, how many are dismembered but live on, are mutilated, or blinded, or poisoned.

The significance of Mr. Sargent's analysis, as of the earlier program, is the light that both shed upon the determination of the Manufacturers' Association. This Mr. Sargent reveals in his opening paragraphs. We quote: "Employers must ultimately accept the oncoming generation into the ranks of industrial workers. *We must mold them* to carry on the work of a new generation facing new industrial problems." (Italics ours.) In conjunction with the committee's reiterated concern for the "cruelty" of keeping children in the public schools until they have completed the eighth grade, this statement becomes grotesque.

FOR forty years the people of this nation have seen with increasing clearness the educational worthlessness of the dead-end occupations, and the inescapable harm wrought by stupefying repetitive motions, which are all industry offers boys and girls 14 and 15 years old. The National Association of Manufacturers view elementary education primarily as training for industry at these levels. The sixth grade and fourteenth birthday are reaffirmed as their standard. They are deeply concerned over the increasing cost of public education, direct attention to its failures, and express their determination to occupy themselves therewith. They reserve the right to issue other programs either higher *or lower*. (Italics ours.)

Opponents of the program recognize the shortcomings of our present public schools, and rejoice over the constant development of new successes in adapting them to meet the needs of life as well as labor.

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Young Labor Speaks Up

By HELEN G. NORTON

AGE, and even that comfortable stage known as Maturity—when the well-set-up person definitely becomes a stylish stout, mentally and physically—had a hard time at the Labor Youth Conference conducted in New York City by Brookwood Labor College on May 5-6.

Youth was there—blatant, defiant, cock-sure youth, far outnumbering and out-talking Maturity and Age. Youth knew it was getting a raw deal in the labor movement, and rose to inquire in shrill tones why it should go on submitting to being ignored or penalized for being young.

Youth produced girls from a millinery workers' local organization, who had only two days before seen their union dissolved by edict of the international union and jurisdiction given to a local union preeminently older and masculine.

In two years, two pretty, up-and-coming girls had built up the dissolved local from 400 to 4,000 flappers—"chewing-gum kids, lip-stick kids," as one of the organizers put it, herself a little red-headed miss, looking all of sixteen. The flappers had stuck by the union because they had learned what the union meant; they had won decreased hours and increased wages and standing agreements from the bosses. And then came the old leadership which had persistently ignored the young girls in the trade, and said, "We will look after your interests. It isn't becoming for young girls to be fighting with employers and holding mass meetings."

Came also members of a white-collar organization who had been expelled for wanting to wage an active unionizing campaign among the employes of certain big New York business houses. They "cast nasturtiums" at the union's organizer, a white-haired old man, and suggested that the union would be better off if he were pensioned. They were direct actionists, too. The union expelled them; very well, they would form a union of their own.

This characteristic of direct action and cheerful disregard of precedent is perhaps one reason why the well-established unions, intent upon preserving hard-won benefits for their members, have neither welcomed the young workers clamoring at their gates for admission, nor gone out beyond those gates to beckon in the even larger number who do not care enough about getting in to set up a clamor.

Nevertheless, the organized-labor movement has dealt shabbily with the young workers, to put it mildly. There are more than 11,000,000 workers under 24 years of age. Only 6 or 8 per cent of these are in trade unions. "A union meeting looks like an old settlers' reunion," as one of the delegates put it.

Long hours, low wages and poor working conditions characterize the occupations of the young. They predominate in the white-collar groups and in the basic industries which are largely untouched by trade unionism today. Even in industries that are fairly well organized, such as the building trades, discrimination tends to keep the young workers out. They must serve long apprenticeships at low wages and pay extravagant union dues without voice in union control or even the privilege of attending meetings. (An electrician's apprentice getting $13.75 a week pays $12 a month dues during his first year and proportionately more later, including a $250 initiation fee.) These penalties are simply in line with the policy of the unions to limit the number of skilled men in the trade and not because the unions hate young men *per se*, but they do work hardship and offer little inducement to the young worker.

"Youth is hard to organize," complained Maturity.

"Sure Youth is hard to organize," said its representatives. "Particularly if your organizer is an old fogey who weighs two hundred and seventy-five pounds and belonged to the Knights of Labor. D'you think young flappers are going to be interested in *him?* Let us show you the way to do it. We give 'em dancing and basketball and hikes. We get flappers to organize flappers and cake eaters to organize cake eaters. But take it from us, flapping and cake eating aren't the only things young workers are interested in. We teach 'em what trade unionism means. We show 'em what a rotten deal they get from the employer. And we can get 'em out on strike, too. They'll go on the picket line when it means jail. They don't just pass resolutions about disregarding injunctions. They go out and disregard them!

"Another thing—how can you expect young workers to join the union when a lot of them work where there's no union built to fit them? Young workers aren't journeyman mechanics or journeyman tailors. They turn bolts and punch holes and run machines that they can master in one day. Craft unionism won't fit them at all. Make the industry or the plant the basis of organization, quit quarreling over jurisdictional rights, and we'll show you whether young workers will join the union."

TWO resolutions were adopted by the 70 delegates representing 28 union organizations. The first proposed:

1. The trade unions must fight for the interests of the young workers as regards wages, hours and sanitary conditions.
2. Initiation fees should be abolished, and dues lowered for young workers.
3. The unions should form special committees, consisting of the younger members, with power to organize the young workers and to develop special youth activities in the union.
4. Youth organizers should be employed by the unions.
5. Regular meetings should be held of all the young members of the unions and special efforts made to get to these meetings those young workers not yet in the union.
6. There should be no discrimination against young workers. They should have full voice and vote in the union and participate in all its activities.
7. Trade-union journals should set aside a certain section to be devoted to the interests of the young workers in the industry, this to be edited by one of the young members.
8. Additional labor youth conferences should be held.

The second more drastic resolution proposed measures such as lowering the voting age to 18, abolition of labor for children under 15, state maintenance of working children, the six-hour day and five-day week for young workers, a $20 weekly wage as a minimum, abolition of night work under the age of 21 and of underground work under 18, an effective system of compensation in the regulation of which young workers would participate, four weeks' vacation with pay each year, and unemployment relief for young workers amounting to not less than $2 a day.

This resolution drew dissenting votes from Maturity, who solemnly said that it couldn't be done. "Not next year, maybe," Youth conceded, "but just wait!"

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Window Dressing for Health

By MARY L. GARDNER

WINDOW dressing is an art for which the ordinary garden variety of social worker usually does not prepare herself; but given a show window on the main street, next to a school of eight hundred children, mostly of Italian parentage, and certainly the art must be acquired!

Our family welfare and health association moved from a little house on a hill to ground-floor offices in the Masonic Temple, in the center of the village. Broad cement steps leading to a platform six feet wide, ran across the front of the building and formed the approach to our office door as well as to a good-sized show window. The sun shone in all day, there was constant passing on the street, and we felt sure the window should be used for publicity in some way.

We decided almost immediately to try health propaganda, and started with the most attractive posters we could find. We made some to tell of our well-baby conferences, bought some from national health associations, and gratefully accepted others from life-insurance and health-food companies. These featured the food value of a bottle of milk, the dreadful results of the wrong kind of shoes, the need for toxin-anti-toxin, and the joys of cereals. They were all good posters, with simple English, but certainly they did not attract attention. The school children spelled them out once, and ran on. The mothers passing by, who could not read English, didn't even bother to look up.

One day, as we listened to the clinic doctor describing the best way to dress a baby in hot weather, a bright idea struck us, and we immediately started on the kind of window publicity that has really been effective. We know it has, for we have seen toddlers drag their parents from the sidewalk to get a closer look, have watched fathers bring their friends as well as their children to discuss the exhibits, have trembled for the plate glass when an onrush of school children found a new display, and have besides, drawn much newspaper comment.

To return to our first success: We took a big baby-doll, used for nursing demonstrations, dressed it in a shirt and diaper, sat it on a rug in the center of the window, gave it a ball and blocks, and then put a card in the corner saying, "Hot-weather styles for babies." The reaction was immediate! Mothers left their baby carriages to see what kind of blocks the doll had and we sat behind the pongee curtains and listened to their comments. "You can buy a shirt like that for thirty-five cents." "No you can't, that's all wool." As we walked around the Italian neighborhood on hot mornings, little sisters pointed out their sleeping babies dressed "like your baby is fixed."

Since then we have kept on with a seasonal program, changing our displays about once a month. We have found two or three volunteers who are interested in helping, and our office secretary has developed unforeseen mechanical genius as well as an aptitude for dressing dolls. We borrow toys and dolls frequently, and have spent very little money.

We used Brownies in the Fall, taking orange paper jack-lanterns for heads, and making brown jersey bodies with heavy wire in the arms and legs. On Hallowe'en, three of them looked over a beaver-board fence with a background of corn stalks and oak leaves. One had a milk cup—and the command "Drink milk"; the next a carrot, with "Eat vegetables"; and the third an apple, and "Eat fruit"; while at one side a large card bore the awful warning, "The gobelins 'll get you, if you don't watch out!"

Courtesy the Eastchester Neighborhood Assoc. of Tuckahoe, New York

Another time two of the Brownies sat on a bench, each with a paper handkerchief. This borrowed couplet was displayed: "Cover up each cough and sneeze! If you don't you'll spread disease."

A carefully set Thanksgiving table where dolls were eating a meal suitable for their years, brought one child in to say, "My teacher says napkins in necks isn't manners. She says please put them in laps." What could we do but comply?

A spring display came near to being a failure. Bulbs planted in a window box were presented by a neighbor, and we featured them with three cunning doll-babies in pink rompers, and the legend—"Sunshine makes plants

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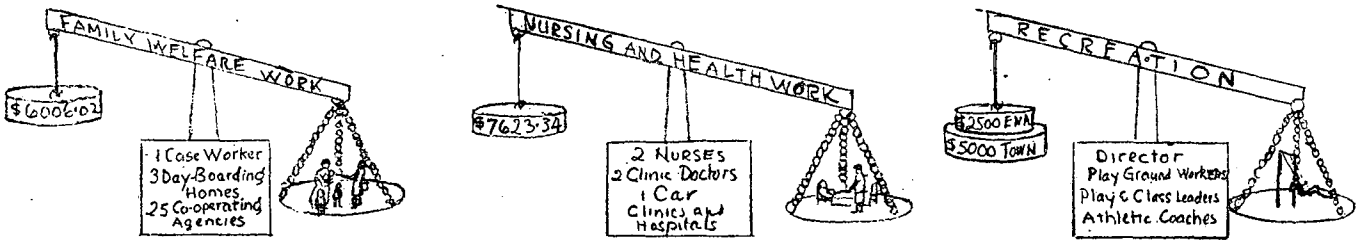
and babies grow." But alas, though eagerly watched by all our neighbors, there seemed no sign of buds or flowers among the leaves which shot up, so late one night we telephoned a florist who replaced our plants with hyacinths in bud. When we later had comments on our success with flowers, we were obliged to admit that our only skill lay in wresting victory from defeat.

All kinds of special occasions have been featured, from Clean-up Week to Fourth of July. Safety Week's exhibit was loaned us by the hardware store, which let us have a large toy fire-engine and auto truck, making a dangerous-looking street. Three dolls stood timidly waiting to get across, while a sign in front said—"Be careful." A serious accident, occurring just at the time this was put up, made the exhibit an occasion for many moral lectures delivered by anxious parents.

Better than any poster telling of our clinics, was a display showing a life-like baby doll being weighed on swinging scales. A big-sister doll stood beside her, and a card bore the words, "Is your baby gaining?"

The time however when the window becomes a center for real neighborhood joy and reverent feeling is at Christmas when some special gifts have made it possible to gather together the little plaster figures for a real Italian "precepio." Before a background of evergreen branches and snow-capped hills, stands a little stable where the Christ Child is worshipped. A procession of Italian village people comes along the pathway, each bearing homely gifts from their farm to lay with those of the magi, at the manger. A little light burns all night during those weeks, illuminating the sweet face of the Madonna, and as our friends come up to the steps to see the details of the familiar scene, we know how near we have come to their hearts through our window.

We just happened without special planning, on this means of community education. If fortune should ever lead us to other offices above the first floor, we should still try to rent or borrow that important aid to publicity—a store window.



Courtesy the Eastchester Neighborhood Assoc. of Tuckahoe, New York

See a Movie and Live Longer

By KATHLEEN CROWLEY

AFTER two years of searching, and a friendly but none the less thorough study, I discovered how to make the movies work for me. This was not done by staying away from the movies, nor by standing on the side-lines making faces or hurling verbal brickbats at them.

A genuine fondness for the motion picture as well as a long-standing membership in the National Board of Review, an acquaintance with some of the producers in New York City, and first-hand information of the way motion pictures are made, gave me a working knowledge of the great good the motion pictures can do as well as an amused and sometimes angry notion of the silly things they do accomplish. Therefore, when Columbia University sent me to Waterbury to organize and direct the community work of the Waterbury Girls' Club I began to plan how and where the motion picture would fit best into our program.

My first step was to meet the managers of our local theaters and have them know that sometime every week they would find me an interested spectator in their theaters. At first they were suspicious, and rightly so. Sooner or later every motion-picture manager is forced to meet members of some local uplift society who do not have the slightest idea of the difficulties which beset him, nor any constructive plans which they and he might work out together, yet do not hesitate to criticize the theater and its programs. Last of all do these amiable ladies have any notion of taking time to study the motion picture. All they are sure of is that they are dissatisfied. So are we all, more or less. At the same time, why criticize when we can offer understanding and help? As nearly as I can gather, the motion picture in relation to the general public is in the position of a girl waiting to be kissed and coming nearer to it then ever before. The trouble seems to be that there is no psychological equivalent of the mistletoe.

Any recreation system which fails to use motion pictures somewhere in its program, is neglecting one of the best tools in its trade. Here in Waterbury our community recreation program is similar to that in the greater number of the well-regulated up-to-date city-wide systems. In studying the children who come daily knocking at our doors, it was evident that health education needed much more emphasis. Decayed teeth, defects of vision, malnourishment and other defects largely preventable are very apparent to the trained observer. The schools and health department are doing their part to remedy these defects, but our job was not only to reach the youngsters but the grown-ups as well.

In the "Brass City," as in most industrial centers, there is a large foreign population whose customs and background differ greatly from ours. The majority of these people are anxious and willing to learn, but crowded living conditions, poverty and ignorance keep them from taking advantage of our community life. And to reach these people, as well as thousands of others, we drew upon the "lure of the movies."

The first bit of cooperation we received from the motion-picture managers was when all agreed—managers of small neighborhood houses and of the large downtown theaters as

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well—to run one health film for us each week. At first they consented because of their wish to help in the community program of the Waterbury Girls' Club, but they soon found that the health picture was good for business.

Last August we had our first child-health motion-picture performance, and all of the mothers in Waterbury were invited. No admission fee was charged. We took over one of the neighborhood theaters for the morning and five hundred foreign-born mothers came to enjoy, to learn and to do. The pictures shown covered prenatal care, care of the baby, care of the preschool child, nutrition and care of the teeth. So that the program would not be too onesided, we used one feature film, Nanook of the North, and an Our Gang comedy.

The cost of procuring these child-health films and of financing the child-health motion-picture performance was paid in money contributed by the Girls' Club and the Lions' Club of Waterbury. The theater charged only a nominal fee to cover the operator's time, lights and so forth. In addition to this, the pastors of two churches, whose membership is largely foreign-born, announced the program and urged the women of their congregations to attend. The health officer, visiting nurses, health-department nursing staff, school nurses and agents of the Metropolitan Life Insurance Company cooperated in the distribution of free tickets. The newspapers gave excellent publicity.

The use of the health motion picture has brought about the most complete example of cooperation of all agencies in a community to put over a health program. When I arrive at the theaters now with my films, the managers' first question is not, "What is it?" but, "When do you wish to have it run?" Teachers in the public schools say that it is helping them in their work. The president of one of our local concerns, the largest of its kind in the world, asked us to send them an advance copy of all of our programs in order to advertise them in the shops. The three large brass companies place announcement posters on the gates through which their employes enter and leave the factories. Physicians, health and social workers, club women, nurses and other community workers have been outspoken in their appreciation of the value of showing such pictures. So many requests were received for a repetition of the films used on child-health day that two theaters are to be taken over on Sunday afternoons this month in different sections of the city, and pastors and service clubs are going to urge every one to attend them.

The films are chosen from compilations such as that prepared by the Metropolitan Life Insurance Company. State departments of education also have long lists of films which may be obtained, some gratis, others for a nominal fee. We do not show any film without first seeing it. Night after night the operators of many of the theaters remain, after the 10:30 performance is over and the audience on the way home, to run off the health films. From these men who give this extra time so cheerfully after their long day, as well as from the managers, I have received many valuable suggestions.

The fun of planning for the showing of the health films and for the child-health motion-picture program has been mine. In carrying out the work, I learned again and again how anxious and willing the average motion-picture manager is to help, and how pleased he is when he finds that his theater can contribute something of value to the community of which he is a part. I discovered, too, that the producing agents can forget fixed charges for films when they are convinced that the organization calling upon them for their cooperation is planning something worthwhile. In short, here in Waterbury the movies and the professions primarily interested in community welfare have become partners.

AN impressive list of national, state and local health magazines, each accompanied by details as to scope, price, and address, may be had for the asking of National Health Library, 370 Seventh Avenue, New York City. The library, which is operated by the group of national health agencies cooperating in the National Health Council, has also for free distribution a bibliography on sex education, arranged for parents, children and "engaged and married people."

THE RUNABOUT CHILD in Kansas City stands an unusually good chance of entering school with sound physical and mental health, due to the efficient oversight of the Children's Bureau, a private social agency of which Rosamond Losh is executive secretary. Regardless of the financial and social status of their parents, 85 per cent of all babies born in Kansas City receive a yearly health examination in the bureau's well-baby clinics, a complete record of the six annual examinations, together with details of follow-up work by family physician or public-health clinic, being transferred to the school at the time of the child's entrance.

The Bureau of Vital Statistics furnishes the names of all new babies. A volunteer visitor who has received a definite course of training under the Children's Bureau calls upon the mother—whether she be doctor's wife or laborer's wife—and explains the services of the well-baby clinics, which are strictly separate from clinics doing corrective work. Four specialists take part in every health examination: the pediatrician, who takes the physical findings and gives recommendations for positive health to each individual mother; the psychiatrist, who explains how to correct behavior problems if they are already present or how to prevent their formation; the dentist, who looks after the teeth and advises on their care; and the dietitian, who goes into detail regarding not only what foods are desirable but how to cultivate the child's appetite for them.

THE ENORMOUS amount and cost of respiratory illnesses is emphasized anew in a recent report of the federal Public Health Service on studies in a number of industrial plants. During ten years, the employes of the Edison Illuminating Company of Boston, Massachusetts, for example, showed more absences and almost as much lost time due to respiratory diseases as to all other ailments combined, averaging for men a loss of 3.23 days and for women a loss of 5.5 days per year. Common colds were the most frequent offenders, followed in order by diseases of the pharynx and tonsils, influenza and grippe, bronchitis and the others. Wide differences in the frequency of respiratory illness were apparent in the experience of 26 industrial sick benefit associations which reported their claims to the Public Health Service through the three years ending December, 1926: The highest rate was 5 times as great as the lowest—85 cases per 1,000 employes as compared to 17 per 1,000. The Public Health Service points out that similar differences, difficult to explain, occur in the death-rates as well as the sickness rates of various communities. During the 11 years ending December 31, 1920, for example, the death-rate from pneumonia in Akron, Ohio, was 138 per 100,000 of population, while during the same period in Youngstown, Ohio, 53 miles away, it was 268, and in East Youngstown it was 484. Such differences point to the need of further studies, which, in the case of pneumonia, are already under way.

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A Class Set Free

By CONSTANTINE PANUNZIO

A STUDENT who was cruising among the South Sea Islands last summer sent out a radiogram, which read in part: "Is there any news from the Social Progress Group?" This student had completed his junior year in Whittier College. During his first two years, according to his own confession and the admission of his teachers, he had accomplished nothing. But now, though he was some five thousand miles from home, though college was not in session and no one was urging academic considerations upon him, his mind was on a piece of school work. Something had happened to alter his attitude. His interest had been seized and held. What had caused the change?

Toward the end of the first semester last year, our sociology class showed dissatisfaction with the text book, quizzes, examinations, term papers and all that goes with ordinary class-room instruction. Too much of our energy was going into fountain pens, pencils, note books, tests, grades, and too little into creative thought and discussion. The usual seminar method had proved no better. We simply made researches, committed them to paper, delivered them to the class—and that was the end.

I conferred with several of the better students. They admitted that they felt a lack somewhere, but could suggest no remedy. I had a conference with the dean; then I wrote to three well-known educators. Their substantially uniform answer was: "Set your students free."

"But how?" I asked in a second letter.

"Set them free," was the substance of the second reply.

We decided to try it. The loss would be almost negligible, and there might be a real gain. Our dean approved.

At the beginning of the new semester, we invited ten promising students (two seniors, six juniors, one sophomore and one special, half of whom were girls and half boys) to enter upon our venture, a voyage of discovery. We have never called it "an experiment." Whatever else was or was not clear at this stage, one thing was certain: We were not testing a preconceived method, trying to discover formulae which might be applied to future generations of students. I was interested only in affording my students an opportunity to find themselves, to lead themselves out (*e-ducare*), to study, read, think, discuss some subject of their own choice.

My thought was to organize a round table, in which we all were to be cooperators in a common enterprise, working spontaneously, as the spirit moved, choosing our own field for study, creating an atmophere of freedom in regard to reading, method of work, attendance. But I did not view it in the creative sense in which it developed subsequently; and that in itself was the creation.

I took particular pains to explain that, so far as this group was concerned, I was no longer a professor. I would be a partner in an adventure in learning. From this day on we would be fellow students.

We emphasized the contributive aspect of our effort. Whatever we undertook to study together would be not for the enjoyment or profit of each participant only; rather, each would have an opportunity to contribute his thought and study to the whole group.

Some were skeptical at first; they could scarcely believe what was said. No assignments, term papers, quizzes, examinations? No drawn-out lectures, note taking, memorizing? How could that be? They exchanged questioning glances as if to say: "He's got something that he wants to put over on us, you just see!" In about four weeks, however, they began to take me at my word. Gradually we freed ourselves from the teacher-pupil conflict-complex and set ourselves on the road to independent thinking and liberated discussion.

We decided to undertake a study of the theory and practice of social progress. We began by tentatively charting our own course, and after two weeks' work we had built up an outline, of which these are the major headings:

I. The concept and criteria of social progress
II. The major goals of social progress
III. The methods by which these goals may be attained
IV. The agencies of social progress
V. Forces making for or hindering social progress
VI. Criteria reconsidered

Presently we began to feel the need for something different in the way of time and place of meeting. We were gathering at the hour assigned for Sociology II: three times a week for fifty-minute periods. The place was the usual high-walled, blackboarded, stiff-seated, uninviting class room.

A Voyage of Discovery

Survey readers are already familiar with the adventures going forward at Whittier College, where teachers, students and administrators are cooperating in an experimental attempt to apply the principles and the methods of the "new" education to college conditions. (See The Survey, April 15, 1926, page 89; June 1, 1927, page 277.) Here the head of the department of sociology describes in terms of new freedom and creative satisfaction, a project in social exploration, planned and carried forward by one of his classes, and its values for both teachers and students.

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"We just get well started," some one remarked, "when the bell rings."

We discussed the matter, conferred with the dean, and by mid-semester we were meeting at my home, once a week, for three consecutive hours. The informality of our modest apartment, the grouping of chairs and footstools in a circle, the coming together in a spirit of comradeship in work, the absence of the strident bell—all made a great difference, gave us a tempo of freshness, spontaneity, and vitalizing fellowship.

As time went on we realized that even these three hours were insufficient. Toward the end of the semester, therefore, we began to extend the periods whenever it was feasible. On more than one occasion, those of us who could (nearly the entire group) worked together well toward midnight. Still later we even met now and then for breakfast, usually on Saturday when we do not have classes at our college. On these occasions we stayed whole mornings, some of us remaining for an impromptu luncheon and the afternoon. And, if I may get ahead of the story a bit, several of us met after the semester had closed and worked on a synthesis, editing our findings and preparing our outline for the printer. Five of us also met twice during the summer vacation.

The method we followed was a spontaneous growth, a creative development in itself. After making the outline in the manner indicated, we proceeded to develop it unitedly. Instead of assigning given subdivisions to individuals, all of us turned our thought upon the same division and searched for material dealing with it. By this method, not only were we able to bring together a variety of facts and ideas from several authorities but also, when we met, we all could discuss the points under consideration.

THIS might be called the analysis stage of our work. As time passed we felt that we should in some way record our findings. At first one of our number was assigned to make a kind of secretarial report of our group discussion. In addition each person brought his findings in the form of a brief paper, quotation, graph or what not. Since each was choosing his own reading matter and since our library is comparatively small, we avoided duplication and at the same time collected a rich variety of material. This was deposited in a common fund and held for development.

It should be added that the very temper of our group effort encouraged each to do his own thinking, to test whatever he read by his own thought and experience, limited though they might be. Moreover, the spirit of utmost freedom prevailed. If a member had found something of value during the preceding week, had thought out some new point, had some quotation or summary to place in the common fund, well and good. If not, well and good. With no feeling of having "flunked," and with no occasion for deception, he simply stated that he had nothing to give.

The group, however, created for itself a sense of obligation. Each was most at home when he had something definite to contribute. And though some worked harder and more consistently than others, still we all, I am certain, did more work on this group effort than we would have done in connection with any two ordinary courses.

Toward the end of the semester the process of synthesis took place more or less naturally. We gathered the papers according to divisions and subdivisions. Each member took one set and made a summary. Then we exchanged summaries, discussed each, ironed out the differences, polished the wording, edited here and smoothed there. By commencement time, we had an outline which summed up our thought and factual data. This we had printed at our own expense and each member received a copy. In this manner each person had a resumé of the work of all and possessed something he himself had helped to build. The outline was somewhat elementary and imperfect, but it was our own creation. In the making of it we had given and received, we felt, more than would have been possible in any other way.

IT must not be inferred that we encountered no difficulties. The principal one came quite early. There were times when we all were bewildered. As a group of sailors on an uncharted sea, we seemed bound for nowhere. Particularly as we made necessary side excursions, we tended to enter into shallow waters. But we were not disposed to inhibit in the least; and we usually moved on until the group as a whole realized that we had gone off the course and needed to return. We usually did return without too great a loss of time and effort, though once in a while a little tactful steering was necessary. In any event, comparative freedom of movement produced more satisfactory results than if we had created an atmosphere of compulsion or dependence upon a central guide.

Another difficulty arose because this work took much more time than the ordinary three-hour course. Some of us were obliged to neglect other courses. This giving of more time and work was the natural outcome of genuine interest. If our whole educational scheme were put on a creative plane, a normal balance of subjects and time would naturally follow.

Still another problem came out of the fact that we were working in a collegiate world where so many minutes make an hour, so many hours make a semester unit, so many semester units make a course. And there are reports and marks. So we had to take care of these. But how can one measure in terms of marks the values of an undertaking on which we had worked together in a real spirit of comradeship? We tried it, and it almost disrupted the group spirit. It was suggested that each one hand to me a set of grades for the group, including one for himself. Some of the members demurred quietly; other rebelled at the thought of grading their fellows, to say nothing of themselves.

"I submit the following marks under serious protest!" wrote one member with an exclamation point which looked like a dagger.

The storm blew over, however, and the marks came in. I averaged them. Then independently I graded the work of each, in so far as it was possible, according to interest, regularity and punctuality in attendance, participation in discussion, amount and quality of contributions, work on the synthesis, and general progress. When I compared my grades with a mean of the reports given by the other members, I had to modify only two of the ten grades.

IT is somewhat difficult objectively to measure the actual results produced from such an effort. What I have already described throws some light on the matter. In addition—all the members showed an interest in this course they had not shown in study before. Besides the group work, the interest was manifested also by the fact that we often talked about our undertaking when we met on the street or the campus. More than once I was stopped downtown to dis-

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cuss some point. Often I had to answer questions over the telephone.

On an average, each read fourteen books for this group work—read them as a whole and thoroughly enough so that at the end of the semester he could specify their titles and authors, and discuss the contents intelligently. Altogether the group handed in about four hundred pages of abstracts, resumés, and papers in which they presented their findings and expressed their own thoughts on social progress.

The outline we made we are using this year with a class of sixty-five students, in the hope of engendering a creative atmosphere in a larger group.

Ultimate and hidden values we cannot measure. However, each member appears to have gained a new range of thought and understanding. Some frankly confessed it. Parents also perceived it. One mother telephoned to say that never before had her son been so interested in his studies. Two fathers stated that something vital had happened to their sons. The students who remain in college from that group joined a similar group this year which has been studying contemporary American civilization.

A student wrote: "One thing that we all felt greatly was the inspiration we derived from our group work and discussion as against individual reading. Also, we were surprised at how little you talked, or rather, how *little it was necessary* for you to talk."

A member who is now attending the University of Missouri, writes: "I think that I really found myself. Up until then I had never accomplished anything and had little confidence in myself. I cannot account for this change accurately but I do know that the contact with such free and open minds which I had last year was of great importance. . . . If you have any 'progress' material or anything pertaining to Whittier's unique plan of learning, please drop me a word about it."

THAT parental education has become increasingly important in the training of teachers is shown by the fact that Teachers' College of Columbia University has just appointed Mrs. Sidonie Matsner Gruenberg, director of the Child Study Association of America, as Consultant in Parental Education, Institute of Child Welfare Research, for the term beginning September, 1928.

IN COOPERATION with Teachers' College, Columbia University, the Child Study Association of America will hold a two-day conference on parental education and the public schools at Teachers' College on July 16 and 17. "This conference is planned to bring to the attention of school administrators, superintendents, principals and others the present status of parental education, and the purposes, aims and possibilities of parental education in connection with the public-school system, both for parents and the public schools themselves." The program will include addresses by leaders in both the parental-education and the public-school fields, and numerous opportunities for general and for round-table discussion.

FROM DENMARK TO PORTUGAL, and from Old Testament Hebrew to international relations, the courses available for students on a travel vacation are outlined in a most useful pamphlet, Holiday Courses in Europe, 1928, just issued by the League of Nations Institute of Intellectual Cooperation. (American publisher, The World Peace Foundation, Boston; price, 25 cents.) Here are listed, for eleven European countries, the place where summer courses are offered, the organizing body, the date, the subjects of instruction, fees, certificates and diplomas awarded, facilities for traveling and residence, the address to which prospective students should apply for data or for registration, and brief "additional information," covering climate, research opportunities, and so on. The institute points out: "The increasingly numerous holiday courses for foreign students organized by different universities provide an excellent opportunity of studying the languages and culture of foreign countries, for a relatively small period in the country itself." It is intended to issue a similar list of courses each year.

THE FAIRHOPE Summer School of Organic Education will be held from July 5 to August 15 at Tufts College, near Boston, Massachusetts. The college plant, including dormitories and library, has been put at the disposal of the school, which is open to fathers, mothers, teachers and social workers, with an experimental school for children. The program includes a lecture course on education and general methods by Marietta Johnson, director of The School of Organic Education at Fairhope, Alabama, and by Charles Rabold, associate director, classes in arts and crafts, folk dancing, folk singing, and nature study, and observation periods in the demonstration school. Further information may be obtained from Susan H. Gilman, 159 East 33 Street, New York.

SCHOOL TUNNELS, as a solution for the problem of traffic safety near elementary-school buildings in large cities, have been thoroughly tried and found efficacious in Los Angeles, according to a recent report of E. B. Lefferts, manager of the public-safety department of the Automobile Club of Southern California. The first tunnel, from a school yard to the opposite side of the street, was opened in 1924. Since that time there have been no accidents to school children at that corner, while children had previously been injured there, in spite of the fact that officers had been detailed to that point. In 1925, a bond issue of $350,000 for the construction of school tunnels was voted. To date, 41 tunnels have been completed and are in constant use. Their length varies from 100 to 300 feet, and their average cost is a little over $8,000.

AS PART of its campaign for an increased endowment, Fisk University has issued a history of its work for the higher education of Negroes. This brochure, Adventures in Leadership, is not only the story of Fisk, but a summary of the educational progress of the race during the last half-century. Fisk University offers "besides the regular cultural subjects given in any liberal arts college, courses in business and commerce, teacher training, music, research in racial problems, practical work in religion and social service. Fisk produces leaders for the Negro race." The report on its alumni shows, among the women, 211 teachers, 178 housewives, 31 social workers, 11 administrators, 12 postgraduate students and 3 concert pianists; among the men, 114 educators (93 teachers, 11 highschool principals, 6 college professors, 1 college dean, 1 college president), 77 physicians, 36 business men, 30 ministers, 22 lawyers, 7 social-work executives, 4 religious-work secretaries, 28 graduate students, 14 clerical workers. Fisk finds itself handicapped at present for lack of adequate library and laboratory space and equipment, dormitory furnishings, and practice instruments in the music department. All contributions made to the endowment fund in the next month will be matched by Julius Rosenwald of Chicago.

Entrance to Fisk Memorial Chapel

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THE SOCIAL WORK SHOP

The Routzahns Tell Everything

By LEON WHIPPLE

"THE ROUTZAHNS" have been at the cross-roads of social-work publicity for over a decade. Their desks in the Department of Surveys and Exhibits of the Russell Sage Foundation have been the center of information and inspiration for publicity workers throughout the United States. They run an information bureau, an employment exchange, a museum of models and horrible examples, and a lighthouse of counsel and guidance. The Committee on Publicity Methods in Social Work is largely the creation of their vision and energy. The elevation of social-work publicity to the dignity of Section XII of the National Conference of Social Work was the fruit of their missionary zeal. The Bulletin of the committee has been the pipe-line to carry current news on the techniques and problems of this field to solitary and puzzled workers everywhere. These twain have conducted prize contests, staged plays (my own first appearance was under their management!), invented clinics, presided at countless meals, and even helped Bruno Lasker rearrange the chairs for his circular sociables. Now with infinite pains and discrimination, they have put into a book the ripe fruits of their experience, study, and criticism.* Its monumental character was revealed at the trial of sob-stuff during the late Memphis conference when the witnesses were sworn on this *vade mecum!*

The format proves their skill, for it delights the eye and hand. The blue binding is a pleasant change from the official Sage green. The wealth of pictures both prove the morals and adorn the tale. These posters, type pages, cartoons, photographs, *et cetera,* are a visual education in visual education. This collection with the equally illuminating text specimens of every kind, is the admirable result of years of industry in "case work" on graphic and printed education. We personally wish that the book's charming proportions had not demanded such a long type-line. It hurts our astigmatism.

We sum the contents for your guidance: I. Analysis of the Task, with four penetrant chapters on securing attention, interest, good will, and response. II. The Newspaper and Social Work as News. III. Printed Matter, covering kinds, make-up, illustration, copy, and methods of distribution. IV. Meetings, with the Planning and Art of Speaking. V. Special Occasions, such as drama forms, fairs and expositions. VI. Campaigns, their elements and organization. VII. Conclusion, a study of the planned publicity campaign, and the purposes and philosophy of social-work publicity. The whole is a practical compendium of the ways and means of publicity for social education. It covers media and techniques. The other two main divisions of the field, the message and the audience, are omitted. We regret that room was not found for a discussion of the message, but the authors have assumed that what social workers are trying to teach the public is already clear-cut, valid, and authentic in the publicity director's mind. More remains to be said on this point, for the nature of the message has a controlling influence on the methods of conveying it to people.

This volume will prove invaluable to practitioners of publicity, particularly as a guide book of suggestions. The unique knowledge of the authors concerning everything that has ever been tried, has enabled them to list and appraise hundreds of "hunches." The reader will find scores of hints that he may apply in practice. He will also find clear-cut warnings against devices that look good, but have been proven futile and even dangerous. The excellence of the advice is due to its origin in experience, not in theory. We wish the authors had sacrificed some of the formal dignity that is perhaps part of a Sage Foundation publication, to list their "Do's" and "Don't's" with more vivid display and typography. The moral, however, is: Read the whole book, and do your own underscoring.

There is a pleasing absence of the tenuous psychological speculations upon which some studies of public education depend. Plenty of reasons for doing things thus-and-so are given, but they are based on human life, not on metaphysics. At the same time there is a sharp avoidance of the "go-getter" methods of the commercial press agent, and advertiser. Emphasis on this divorce between mere salesmanship and social service cannot be too sharp or constant.

WE liked so much in this book that we cannot pick the high spots. For instance there is the wise comparison of fear with pleasure as an incentive to action. "There is always the danger that instead of arousing a sense of caution, which is desirable, one may cause morbid fears, not easily overcome." The point is timely, we think. Then take the brilliant list of sources of news in social-work organizations. Usually we are told to get good case stories, and cover meetings. Had you ever thought of using little personals from clubs and camps? or getting the human interest from surveys and research? or that your other publicity stunts—campaigns, exhibits, and printed matter—offer rich material for more news publicity? or that with good writing and the use of personality matter, the dull routine of administrative work can be made into news? Next, you may turn to the simple but full suggestions on type-face, pictures, paper, and lay-out for that folder or pamphlet that has been worrying you. And so on through the book—everything is there, for everything has been asked the authors sometime! Here is their final and definitive answer to their inquistors. Don't write them a letter any more, buy their book!

The power to change people's minds is a trust, and the exercise of this power demands wisdom and truth-telling. Evart Routzahn and Mary Swain Routzahn, in this fruit of their everyday helpfulness, serve both wisdom and truth.

* PUBLICITY FOR SOCIAL WORK, *by Mary Swain Routzahn and Evart G. Routzahn. Russell Sage Foundation. 392 pp. Price* $3.00 *postpaid of The Survey.*

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director, Community Council of St. Louis

It's the Spirit That Counts

"THE miracle of spiritual democracy is this," says Ross W. Sanderson, executive secretary of the Wichita Council of Churches, Wichita, Kansas, in the International Journal of Religious Education for March. "Elect a board by any fair and representative process, let its personnel be seemingly a mere happenstance, and with a spirit of give-and-take, a determination to make good-will the rule, and with reasonable trust of competent leadership in executive and clerical detail, the result will be almost uniformly good. This is the hope of progress. All the rest is merely the refinement of technique. Yet the rate of progress, or even its direction, depends on just these refinements. The mechanizations of modern community life are exceedingly complex. They need constant and detailed adjustment. Only those who have endeavored to accomplish this purpose in our first crude, contemporary attempts can understand the difficulties and the satisfactions involved."

Don't Promise Too Much

Sound advice for executives is given in Printers' Ink as follows: "Hold your post-mortems in advance. What you can't do you can't do. Promising something you know the house won't back up just makes for trouble and losses later on. The trade asks for a lot of things it doesn't expect to get. I know any number of dealers who say, in effect: 'You can't get pinched for asking.' They don't expect to get a tenth of the things they ask for. They don't hold it against you if you tell them cold that it can't be done. But if you do promise them something, they're going to hold you to it. If you ever fall down on them, they're off of you for life. So to keep your own reputation and keep yourself free from these 'entangling alliances,' the best thing to do is to talk right up and tell a man what you can't do!"

Shall We Use Window Envelopes?

Why should not social agencies profit by the example of business firms which are using window envelopes for their correspondence? A window envelope quite obviously saves the cost of addressing. A "key" can be put on the letterhead of the organization to indicate where the address must be begun if it is to show through the window. There seems no good reason why if window envelopes are used at all, open window envelopes should not be used instead of window envelopes which have the window filled with glassene. The Community Fund of St. Louis recently got a price of $1.43 a thousand in hundred-thousand lots on glassene window envelopes, and $1.20 a thousand on open-window envelopes (without printing). Printing in one color adds 20c additional per thousand; and 20c in addition to that for more than one color. This is a special envelope with the window placed to fit the bills (at no extra cost).

The Community Fund found to its surprise, in a test some time ago, that window envelopes were more effective than plain addressed envelopes in securing returns from bills. Now on the advice of the Office Management Committee, the Community Fund is to use the open rather than the glassene window envelopes and is figuring on possible uses of the window envelopes for correspondence as well as for bills. Has any reader of The Survey any experience of the advantages or disadvantages of window envelopes for correspondence as well as for bills?

A Useful Book

A helpful book on administration is Managing the Office More Effectively, published by the A. W. Shaw Company. It is given as a premium on subscriptions to The Magazine of Business, formerly System, which should be read by every administrator because of its practical ideas; but I suspect that the publishers might be inveigled into selling a copy of the booklet on its own account. The address is Cass, Huron and Erie Streets, Chicago.

What Kind of Paper?

When you publish a pamphlet—annual report, research study, what not—don't select the paper for it casually. The kind of paper used has a direct bearing on the number of people who will read. A glossy paper, for example, which is excellent for fine half-tones, is hard on the eyes for type. The S. D. Warren Co., of Boston, well-known paper makers, have published a brochure giving excellent advice on choosing paper for a particular booklet. If you are interested write them at 101 Milk St., Boston, Massachusetts, referring to The Survey and asking for their booklet, How Pictures and Words Help to Determine What Paper to Use in a Booklet.

Don't Forget Your Caller

If you have ever had the painful experience of being told by your telephone operator, reception clerk or secretary that some one is in the office waiting to see you; but, because you were in conference with some one else, have forgotten that the person was waiting for you and have not even asked him in afterwards, here is a suggestion for you. Write the person's name on a slip of paper and put it in front of you on your desk where you cannot fail to see it, so that when your absorbing conference is over and you return to your work, you will be immediately reminded of the presence of the expectant one.

Reminders of Meetings

Alfred F. Whitman, executive secretary of the Children's Aid Association of Boston, suggests the importance of reminding committee members of their meetings by a postal card which is convenient to place in a conspicuous position on one's desk, the postcard to be received on the morning of the day of the meeting.

James L. Fieser, vice-chairman of the American Red Cross, on the other hand, says: "Before calling a meeting we make sure that the chairman and any others who are essential can come. Ordinarily there is no follow-up for meetings of standing committees or the directors. Sometimes we follow up notices of special meetings by telephone calls or have some sort of follow-up for persons who were absent from previous meetings. I can see no reason for telephone calls or additional notices to those who are regular attendants. It is a waste of time."

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GOSSIP: of People and Things

1929 Is the Big Year

THE MEMPHIS CONFERENCE is now a memory—of old friendships revived and new ones made, a week full of stimulating ideas that will bear fruit during the coming year. The story of the National Conference of Social Work is told by Mary Ross elsewhere in this issue. One of the thrills of the week came when San Francisco was chosen as the meeting place of the 1929 conference. The California State Conference is the largest and probably the best organized of all the state conferences. Add to its 2,000 membership the hundreds who trek down from Washington and Oregon plus 3,000 social workers from east of the Rockies, and you have in prospect the largest national conference in history. Eastern social workers have already started travel funds so that they can spend their vacations in the Rockies, or Alaska, or Hawaii. Plans are under way for special parties—more about that in the early fall. Start now to put aside $5 a week for next summer's vacation on the Pacific.

Population Problems

SCOFFING at theoretical discussions of population problems, two conferences have unwittingly given suggestive demonstrations. In publicity headquarters at the National Conference of Social Work, was an exhibit showing a hospital maternity ward. At one side was the cut-out figure of a Red Cross nurse holding a baby in her arms. Quite appropriate, but—in the hospital bed lay the figure of a man. Has feminism, indeed, come to this?

At the conference of International Institutes held in the Pocono Mountains, one evening was given over to a frolic. Workers of various nationalities appeared in native costume. The scene was bucolic and a Pocono hen was borrowed to lend local color. She did. At the height of the evening, she laid an egg. Should she be allowed to keep the egg? Had any case work been done on the family? Was the hen a Nordic? What was known of its father? Was foster-home placement advisable? Here, at last, was a conference faced with its own case-work problem. What would you have done?

Field Training for Health Service

THE East Harlem and Health Service, New York City, through the generosity of the Milbank Memorial Fund, now offers educational experience and field training to qualified nurses and other workers in the health field.

A full-time supervisor of student activities will direct the field work of the students in cooperation with the general supervisors of the nursing staff and the special supervisors of nutrition work, health education, psychiatric social work, and research and statistics.

Applications for field training or observation will be considered in the light of the candidate's past experience and future plans. Teachers' College will participate through the Departments of Nursing Education and Nutrition.

College Students To Visit New York

NEW YORK CITY will again be the campus and sociological laboratory for twelve college juniors during the month of July, when they will attend Junior Month, run by the New York Charity Organization Society. All expenses of the students are met by a board member of the Charity Organization Society. During the month, under the direction of Clare M. Tousley, visits, lectures and field work are coordinated through round-table discussion. The main purpose of Junior Month is to give the undergraduate a panoramic view of modern social work so that she may interpret it to her college the next year.

The delegates to Junior Month this year are from the following colleges: Barnard, Bryn Mawr, Connecticut, Elmira, Goucher, Mt. Holyoke, Radcliffe, Smith, Swarthmore, Vassar, Wellesley and Wells.

New Wembridge Play

READERS of The Survey who joy in Mrs. Wembridge's sketches of Gertrude, and Gus and the Glukens family and the rest, and her occasional essays like The Girl Tribe in the May Survey Graphic, should not forget that the referee of the Cleveland Juvenile Court is also something of a playwright. Her one-act comedy, The First of May, was put on at the recent annual meeting of the Indianapolis Community Fund; and in April, the Cleveland Tryout Players presented a new three-act play of hers, The New House. "It is strongly dramatic," say the C. T. P., "is lightened by comedy and deals with a problem of vital interest to all social workers."

Winners at Memphis

THE COMMITTEE ON PUBLICITY METHODS IN SOCIAL WORK made awards and honorable mention for unusual achievement in publicity for social work in 15 classes.

FOR NEWSPAPER PUBLICITY, the first prize went to George Hastings, State Charities Aid Association, New York, for the best news story; Mabel Travis Wood, Playground and Recreation Association of America, New York, for the best feature story; and Anna B. Beattie, Associated Charities, Cleveland, for the best magazine article. The judges were: Louis R. Resnick, chairman; Neva R. Deardorff, Leon Whipple, and William Beazell.

AWARDS FOR LETTERS were given in five classes as follows:

For the best letter appealing for subscriptions or contributions—Harry Spofford Godfrey, New York Tuberculosis and Health Association.

For the best letter with an educational objective only—Pierce Atwater, Wichita, Kansas Community Chest.

For the best letter appealing for payments on subscriptions—John D. Kenderdine, The Survey, New York.

For the best letter thanking for subscriptions or payments—John F. Hall, Omaha Welfare Federation and Community Chest.

For the best letter inviting cooperation—T. J. Edmonds, Des Moines, Ia.

The judges were: Charles C. Stillman, Victor S. Woodward, W. S. Reynolds.

IN THE PRINTED MATTER GROUP, the first award for house organs or bulletins went to Bertrand Brown, Milbank Memorial Fund.

For booklets, folders, leaflets for mail campaigns—Clare M. Tousley, Charity Organization Society, New York.

For campaign booklets, folders and broadsides—Canton Welfare Federation, Ohio.

For annual reports—National Committee for the Prevention of Blindness.

For booklets issued as part of year-round publicity program — Glenn Adams, Chicago, Y.M.C.A.

For folders, leaflets used as enclosures with statements—Associated Jewish Charities of Baltimore.

For printed novelties, Edwin C. Jones, United Charities of Chicago.

The judges were: Gordon Damon, Chairman; Henry G. Stevens, Walter Davidson and H. P. Breitenbach.

Elections at Memphis

NATIONAL CONFERENCE OF SOCIAL WORK:

President—Porter R. Lee, New York
1st Vice-Pres.—C. C. Carstens, New York
2nd Vice-Pres.—James L. Fieser, Washington
3rd Vice-President—Mary Russell, Memphis
Treasurer—C. M. Bookman, Cincinnati
General Secretary—Howard R. Knight, Columbus
Executive Committee, term expiring 1929—Joanna C. Colcord, Minneapolis; Neva R. Deardorff, New York; William Hodson, New York; Joel C. Hunter, Chicago; Jesse F. Steiner, New Orleans
Term expiring 1930—Sophonisba P. Breckinridge, Chicago; Louise Cottrell, Iowa City; Eugene K. Jones, New York; Philip Klein, New York; Gertrude Vaile, Ames, Iowa
Term expiring 1931—Jane Addams, Chicago; Frank J. Bruno, St. Louis; Prentice J. Murphy, Philadelphia; Owen R. Lovejoy, New York; Miriam Van Waters, Los Angeles

Division Chairmen:

I Children—H. Ida Curry, New York
II Delinquents and Corrections—George Kirchwey, New York
III Health—Howard W. Green, Cleveland
IV The Family—Helen Hanchette, Cleveland
V Industrial and Economic Problems—John A. Lapp, Milwaukee
VI Neighborhood and Community Life—Lea D. Taylor, Chicago
VII Mental Hygiene—Dr. Frederick Allen, Philadelphia
VIII Organization of Social Forces—Rowland Haynes, Chicago
IX Public Officials and Administration—Richard Conant, Boston
X The Immigrant — Mrs. Edith T. Bremer, New York
XI Professional Standards and Education—Jesse F. Steiner, New Orleans
XII Educational Publicity—Evart G. Routzahn, New York

(*Continued on page* 362)

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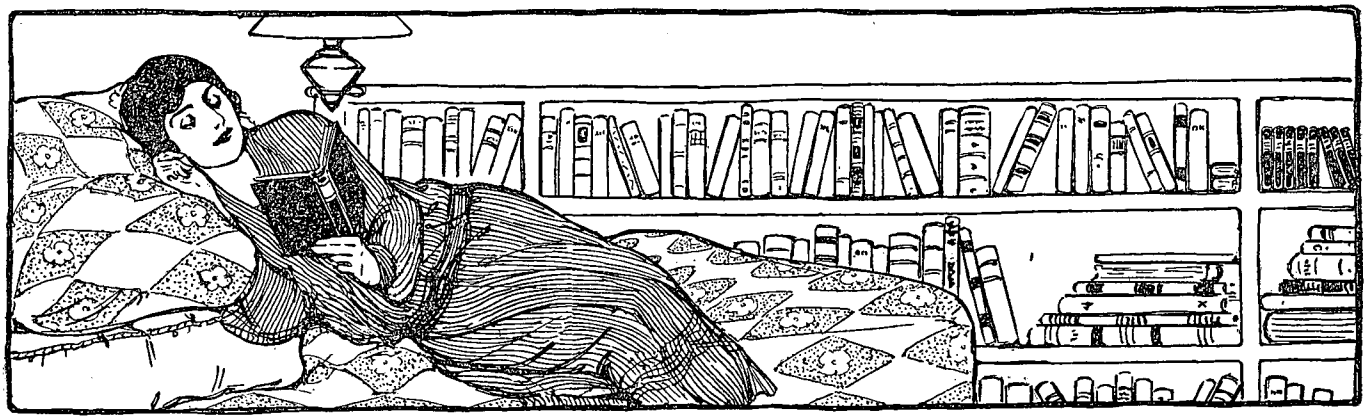
Books in Our Alcove



The Happy Twins

HEALTH AND WEALTH, *by Louis I. Dublin. Harpers. 361 pp. Price $3.00 postpaid of The Survey.*

THE happy twins of vital statistics, health and wealth, not alone for their alliteration but from tradition and good philosophy make the best of book company and here we have a conjurer of calculations whose gift at social interpretation quite parallels his statistical skill.

Dr. Dublin, from his vantage point among millions of lives and billions of corporate assets, is a seer of visions and dreamer of dreams whom one rejoices to follow among the enticing plausibilities of ratios, percentages, and trends.

This delightful book with its fifteen cameos of life-accounting, may well become a usual library volume, the text selected for a winter of club discussions, for a teachers' course in applied sociology, for public-health and civics classes.

The first six chapters deal with what may be called standard situations all most reliably and conservatively, frankly and conveniently stated. To technicians these might be thought repetitive or routine, but the twist to the story in each saves these essays from any such criticism. They will be brand-new and thought provocative to any one not in and of the brotherhood and sisterhood of preventive medicine. If a physician or public-health nurse could not pass an examination on these, they should make good their educational deficit at once. The Economics of World Health, really of the United States of America, the Cost of Medical Care, What It Costs to Neglect Our Children, Heart Disease, Tuberculosis, Cancer, leave us in entire agreement with the author that while "we are free with money as no other people, we are niggardly indeed with expenditures intended to conserve human life."

In chapter seven, devoted to the Problem of Old Age, we get the lesson of fewer children, a growing army of the aged which is already precipitating new crises, to test the sincerity of our growing social altruism.

The Great American Family gives a stirring picture of growth, shift of residence, sequence of the racial composite, the parellel drop, or almost so, of death- and birth-rates, shrinkage in families, later marriage, more divorce, and all through it an optimism that only at the end seems to spill over in a sort of campaign pæon of praise of "The wise development of our splendid natural resources" and the hope that "in a land like ours there should be no poverty and its attendant evils." Has Dr. Dublin forgotten the tale of lumber, coal, water power and oil, periodic unemployment, the textile workers of Fall River, the miners of Pittston?

Chapter nine, on the True Rate of Natural Increase, is particularly good and leads quickly and logically to the conclusion that only by improvements in preventive medicine have we been able to show in the past decade a natural increase (i.e. otherwise than by immigration) in population, at our present rate of reproduction. Whoever thought through before the effect on a nation of delaying the age at marriage, thus: "Three years delay of marriage causes a decrease of one child in the size of the average family"?

Chapters ten and eleven, on Birth Control and the Education of Women, are in the same line of argument and may well be read by promoters of socio-medical fads. These are sound and effective pleas for sense as well as sentiment, fact in addition to fancy in matters of contraception and coeducation. They are in step with, or a step ahead of, liberal thought.

CHAPTER twelve, on Life, Death and the Negro, has silenced those who hoped that the Negro question would be finally and quickly answered by the Negro's elimination in the United States through the dominance of death over life. We see them gaining, though a little after the whites, and their security of life and its length more sure with each decade. Would that we could offer so honest and so creditable a picture for the first Americans, the pitiable, hounded Indian wards of the Great White Father of our bungling Indian Bureau in Washington.

In the next chapter we see again the discreditable picture

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of the burden-bearer least able to carry the weight of sickness and early death, the lower-paid wage-earner most heavily handicapped by ill health due to his occupation.

For the last chapter, on Life Expectancy, we can say that it is by all odds the best statement and in most convenient form on this fascinating subject, the history and prophecy of life duration, to be found anywhere in English.

Even chapter fourteen, on Prohibition and Public Health, with its apparent inhibitions and necessary incompletenesses, gives us something nearer a true picture—limited though it is chiefly to general death-rates—than most statisticians have ventured to express.

The whole volume is a good standby for those who must speak and write entertainingly, without sacrifice of accuracy. A blessing to publicists and health workers the length and breadth of the continent.

HAVEN EMERSON, M.D.

Out of the Blue

GROWING UP, *by Karl de Schweinitz. Macmillan.* 111 *pp. Price* $1.75 *postpaid of The Survey.*

THE kind stork that dropped babies upon doorsteps is no more. Likewise the good doctor with his old black bag, which held a supply of ready infants, has faded from the picture. Such myths no longer answer inquiry; nor does childhood remain credulous. Parents are liable to pay a high price for their refuge in evasion or their resort to silence when it comes to the time that the Young Mind turns to questions. A child's instinct may be baffled but it leads him straight: If the origin of life isn't made clear, if his grown-ups put him off with the thin substitute of home-made fiction for solid facts, he will bide his time but what he can't get there he will seek elsewhere. And half-truths are the worst distortions.

However, the last few years have seen any amount of literature on the subject of how to tell children about the sources of life. Most authors of these insipid manuals might be in direct descent either from Elsie Dinsmore or a long line of maiden aunts, to borrow a phrase, so naïve is the prattle of the pretty, pretty flowers and the busy bee; then a birdie chirped and all was well. It would seem that many writers on procreation use this occasion to wheel out their own little complexes for an airing.

Now comes Mr. de Schweinitz with a sound story of reproduction and birth, meant for children between the ages of six and twelve. Sex is simply told, in a healthy way in order to make clear how we become alive, are born and grow up. It has the dignity of truth as well as its vigor. The home built upon an integrity of candor between parents and child cannot afford to miss this book from its shelves.

HALLE SCHAFFNER

What Will He Be?

CAREERS, *by Esca G. Rodger. D. Appleton & Company.* 187 *pp. Price* $1.00 *postpaid of The Survey.*

NINE occupations, represented by nine men successful in them, are included in these interviews, for which The American Boy sent Mr. Rodger far and wide. Mr. Rodger talked to these men as if he were seeking advice for his own future, and it is their answers that he offers to young men who need help in choosing business or professional careers, and in deciding on the training needed for those they choose.

Such names as those of William Allen White, Dr. William J. Mayo, John Hays Hammond and Franklin D. Roosevelt show the success of the men whose opinions have been collected. The only criticism might be that the degree of their success suggests unusual ability and the possibility of too optimistic a view of the prospects open to an average boy.

The author gives a brief biography of each man interviewed, and then reports in very readable fashion his talk with each. The answers to his questions are simple, and quite definite, and they are the more valuable because Mr. Rodger does not hesitate to weave into them certain pertinent comments of his own that emphasize the facts and opinions quoted.

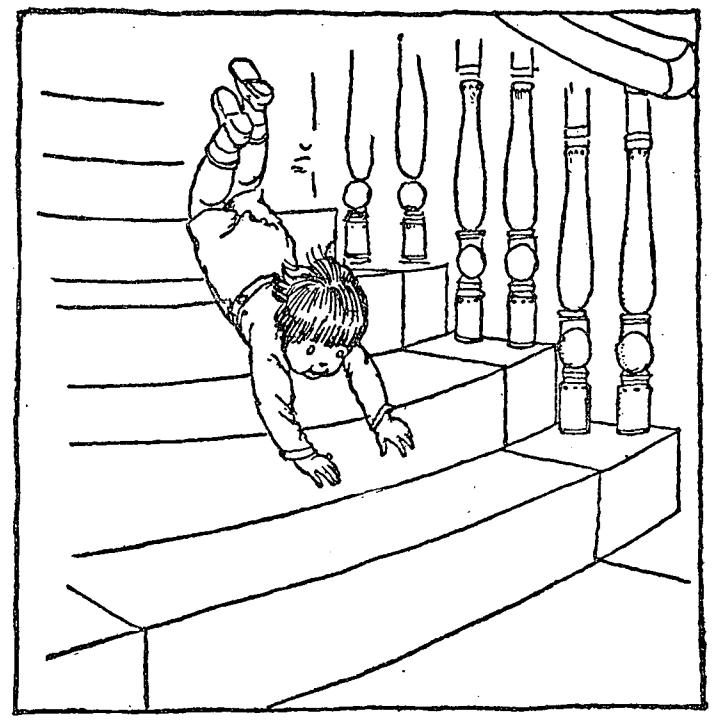
The occupations discussed are journalism, medicine, farming, business, foreign trade, salesmanship, teaching, engineering and law. Questions concerning opportunities for starting, for advancement, and for reasonable income are mingled with discussions throwing sidelights on opportunities for service and on the color and romance that is a part of any worth-while life work.

The qualities necessary for success are emphasized by all the men quoted, as is the training, general and technical, most likely to be of value. It is not surprising that many of the qualities reappear frequently in the interviews, nor that all the men are in favor of as complete an education as can be gotten.

As a whole, the book is well worth while. Its field is largely with those young men who have ability that is more than average, and opportunities, or the qualities that create opportunities, for qualifying for those occupations that need good ability and adequate preparation. For them its message is more than an informational one. It adds inspiration and presents the various occupations as opportunities for satisfying service as well as for growth and full living.

EUGENE R. SMITH

Beaver County Day School



Drawing by Willy Pogany, from Looking Out of Jimmie, published by E. P. Dutton & Co.

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DRIVING WHEELS OF SOCIAL PROGRESS

(*Continued from page* 327)

fluctuation of production, just as a certain amount of capital must be held in idle reserve. But, he argues, the business man, or rather industry in the mass, must supply this capital for itself and pay for its use, and on the same principle it should bear the cost of the labor reserve and not expect the idle men to support themselves without wages nor society to support them through relief-giving. That is, the insurance principle applied to unemployment: the weaker members of the tribe given by law their share of the skilled hunter's kill.

But he is under no delusion that such a fair outcome will arrive by anything short of a long and slow educational campaign. In another session John A. Lapp had referred with stinging sarcasm to the hurrah-boys of American prosperity who held that any talk of old-age pensions was beside the mark now that it has been discovered that not 90 but only 50 per cent of the aged require help. But Mr. Andrews, while working for his long-range problem, had in mind some specific, immediate steps. First, the quick adjustment of individuals to other jobs, such as is done by the social agencies, and the constant pooling of information of where workers are needed, which could be greatly increased by a comprehensive system of government labor exchanges, such as that proposed in Senator Wagner's bill before Congress. Next, an attempt by employers to smooth out their curves of employment, which is by no means a dream of reformers—as witness the accomplishment of Henry Dennison in going through the depression of 1921 with 98 per cent of his force at their benches. Third, some quick encouragement by Congress at the beginning of a depression, such as is contemplated by the Jones Bill in Congress and said to have bright prospects. Under this, the government would hold a fund of $150,000,000 in reserve for emergencies. This could at once be thrown into investment in roads, buildings and other public works on plans all ready for use. It would give employment to a considerable number of men—immediately. These men would continue to wear out and replace their shoes and socks and clothes and tools, and thus work would be kept going in plants which make all the necessities of these workingmen and their families—our old friend "the vicious circle of unemployment," in reverse.

THE success of the insurance principle applied over two decades, here amidst stiff-necked individualistic Americans, was strikingly set forth in a paper on workmen's compensation by Bailey B. Burritt of the New York Association for Improving the Condition of the Poor. Mr. Burritt came at it not as a student of industrial problems or of social justice, though he is both, but as one whose primary concern is with family welfare. Nothing in our time has so profoundly affected our civilization, he said, as the higher standard of living of the past quarter century which has come about as a result of higher wages. Social workers must pause in their tasks to get a full-length view of it, and they must wrestle with the captains of industry to give more attention to the great social and economic forces which are at play and which can be brought to bear on the weaker members of society—the weak who must live and should live well, though they are not hunters. As an example dear to social workers' hearts, he pointed out mothers' allowances, which have now spread to all but four states and pay out something like $16,000,000 a year directly to maintain broken families. Yet they are but a drop in the bucket to the payments under workmen's compensation laws, which in two decades have spread to all but five of the states. A report on thirty states shows that during the last fiscal year something like $130,000,000 had been paid out in compensation; at a fair ratio for the other states and the federal government, the total for the country must be some-

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thing like $150,000,000, or about ten times the mothers' allowances. If the detailed figures for New York City may be applied to the whole country, 60 per cent of this goes to families of men who earned thirty dollars or less a week, more than half to those from 21 to 50 years of age, about one-quarter for death or permanent disability. More, it is directly geared into the family situation by a sliding scale which reckons with the number of children under eighteen.

When compensation was first proposed it was fought—on the grounds that it was paternalistic, socialistic, would break down morale and would throw an impossible burden of cost on industry. What, after twenty years, were the facts, asked Mr. Burritt? Whether it were paternalistic or socialistic or not, it had become firmly embedded in American law. It had kept families together and given them improved health and educational opportunities, and thus had directly and enormously built up morale. It had been done at a trifling cost, such as, for instance, the addition of one or two cents to the cost of a pair of shoes! And it had enormously lightened the burden of relief, for the amount of workmen's compensation paid out each year is greater than the total amount of relief given by all public and private agencies in the country. Here is one case where civilized man provides as well for one group of his weaker fellow tribesmen as the primitive Omaha did for all groups.

SIDELIGHTS on problems of people out of work came from other sources: from the psychiatric social workers, who told of the discouragement of middle-aged men thrown out of their jobs when the shop changed its method or cut down its output, and unable to find new places; from the industrial secretary of the Y.W.C.A., who told how in this "time of hideous unemployment" the number of working girls' clubs is falling off in all parts of the country. Technological unemployment is hitting the girl tribe hard. For one instance, the steady march across the country of the dial telephones is throwing out of work great numbers of operators, and where telephone companies formerly put a premium on experience and skill they now seek new and inexperienced girls as a fresh labor supply. The "Y" is hard at work on unemployment, particularly with women of thirty-five and forty who are being displaced by flappers. It is making a study of whether married women shall work. It is beginning to face the question of trade unions; board members may not believe in them, said Miss Copenhaver; "yet the only way to form character is to accept responsibility and not be shielded from it." But the "Y" must move slowly and carry its membership with it. One working girl said, "You can't take a girl from where she isn't to where she doesn't want to be." The Y.W.C.A. is not looking for trouble, yet it seems constantly to be working at questions which tend to become concrete—and finding itself immediately in hot water. Fundamentally, it is pegging away at the problem of "whether it is to be an educational organization or a place where girls sleep and swim."

In his opening address, computing that probably a week of excessive unemployment cost the nation more than the expenditures of public and private relief agencies for a whole year, President Kingsley had declared that there should be wisdom and concern on the part of social engineers, business men, statisticians, and financiers sufficient to adjust the social and industrial affairs of our country so as to mitigate this periodic distress. In another meeting last year's president, John A. Lapp, estimated that at least 60 per cent of the new cases that come to social agencies for relief might be prevented if economic causes could be controlled through social action. The specific goals he envisaged were a living wage—a wage which would enable a man to support himself and his family, whatever the size of that family, in "frugal comfort," possibly adjusted through some scheme of family allowances; stabilization

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of the economic order so that society would give all men a chance to earn a living; stabilization of the social order through social insurance of the major hazards of accident, sickness, old age, unemployment, bank deposits, and the like, so that calamities which are not prevented will not fall with a crushing load on a few; and finally, the "protection of the integrity of men" by all measures which tend to safeguard health and prevent disease, to protect property, to promote thrift, and to prevent vice and immorality from flourishing unchecked.

HOW ten and a half million Americans banded together in the American Red Cross to share the burden of relieving (and perhaps in the future of preventing) disasters, was told by James L. Fieser, vice-chairman of the Red Cross, in the first discussion of this subject before the National Conference in nineteen years. During the three-year period ending this spring, 210 disasters have been handled, involving the staggering expenditure of more than $30,000,000.

And widening the horizon beyond the field of national well-being, the closing session pointed out that our progress and prosperity is dependent upon ramifications that stretch out to the furthest rims of the world, as Arthur J. Todd told of the significant industrial evolution in Japan, China and India; as Julia C. Lathrop described the slow but sure process of understanding and education which the League of Nations is fostering for children, and made a special plea for interest in the American nations to the south of us; and as Rabbi William H. Fineschriber, of Philadelphia, pictured international-mindedness, "the inevitable next step in social evolution." "Just as the individual has been compelled to transcend family, clan, tribe, city, state, into national loyalties, so the various nations will have to learn to subordinate themselves to a higher polity. The first step has been taken in the organization of a League of Nations, which purports to do what the ideal of international-mindedness is. International-mindedness is not merely a desirable ideal, but it is an economic and moral necessity. It must be achieved before the ideals of national justice, peace, and decency can be attained."

Thus ran some of the patterns traced in the big wheel of social progress, with the guards that aid its smooth revolution, the checks that threaten to impede. And beside its slow majestic course, there were the legion little wheels, each revolving in its own orbit to fill its place in the output of the whole. In terms of the conference program, the little wheels became "problems"—problems of the sick, the handicapped, the immigrant, the traveler, of the family, the individual, the child; problems of delinquency and criminal justice and probation, of social-work organization and technique, of research, of city planning, publicity, mental disease, institutions, home economics, country life, the church, legal aid, and so on through the gamut of twelve divisions, nineteen "kindred groups" and seven "special groups," not including the Salvation Army, which this year synchronized its annual meeting with that of the National Conference, to the pleasure and profit of each. Perhaps it is a necessary process of social work which transmutes even that luscious word "leisure" into "the leisure-time problem," but one delegate at least gasped for air when a speaker on Important Elements on a Comprehensive Program toward the Solution of the Leisure Time Problem continued lucidly, "The elements of such a comprehensive program are simple in the analysis. They may be expressed in four words: generalization, specialization, localization, and cooperation." That mouthful, however, was easier to swallow when considered in conjunction with the bright possibilities of leisure, pointed out by another speaker, Eugene T. Lies, special representative of the Playground and Recreation Association in Chicago, in the striking statement that under present working hours, a man of seventy has had twelve years of work, twenty-nine years of sleep, and twenty-nine years of leisure.

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Wanderers in such a forest of problems must first seek the light of facts, and their beneficent illumination was nowhere more apparent than the story of boys in Chicago, told by Clifford R. Shaw, of the Institute for Juvenile Research in that city. On the basis of records of thousands of juvenile-court cases, Mr. Shaw traced crime among boys with spot maps and curves as an epidemiologist might plot cases of tuberculosis or diphtheria, showing how the rate consistently runs high in thickly congested, shifting neighborhoods about the Loop, the stockyards, and factories; how it declines, mile by mile, toward the edge of the city in districts where families become stabilized and more wholesome standards are set. Customs of crime become characteristic of a district—shoplifting in the Loop, "jack-rolling" (picking the pockets of drunks) in the hobohemia of the West Side, or stealing from the railroads about the yards. Crime may spread as does contagion: The leader of a gang of boys caught shoplifting in South Chicago, where that form of delinquency is rare, had learned the art in another gang three miles nearer the center of the city, and that gang in turn was led by a graduate of the proficient school of the Loop.

The prevalence of delinquency among boys corresponds closely to other evidences of social maladjustments or change: studied, square mile by square mile, it parallels rates of family and child delinquency; of broken families, as evidenced by mother's pensions; of density of population or a large percentage of aliens and foreign-born. It runs high in waning neighborhoods with a declining population, and low in settled or prospering sections in which people own their own homes. Looking at the records of only one year, one might conclude that there is some innate depravity in the children of the most recent immigrants, the Negroes, some innate virtue in the "old American" stock of the suburbs. But examination of the records of districts for the past quarter century shows a picture of neighborhoods consistently "bad" for twenty-five years, while their population has shifted from German to Irish to Italian, Jew, Mexican or Negro, and these same national groups, gaining enough to move away from the squalor which is the portion of the newcomer, quickly become as law-abiding as the neighbors among whom they live.

SOCIAL research may be said to have had a field day on the Memphis program. Its contributions were drawn in from the allied fields of sociology, psychiatry, medicine and the like, as well as the inner circle of social work itself; its significance was discussed for training in social work, for the evaluation of social work, and basically as the foundation of social-work programs, the latter in an illuminating paper by Neva R. Deardorff, director of the research department of the New York Welfare Council. Of this last the conference saw a convincing instance, in the study of the child, the family and the court, summarized at a meeting of the National Probation Association by one of its authors, Katharine F. Lenroot, assistant to the chief of the federal Children's Bureau. Miss Lenroot concluded that there is great need for the rapid extension of a new judicial technique including informal adjustment of cases not requiring official court action, through social investigation, physical and psychiatric examination when necessary, informal hearings with a minimum of publicity, and constructive supervision of probationers. "The possibility of vesting in the juvenile or family court, jurisdiction as to divorce cases involving children, or as to custody of children and alimony for the support of children, merits careful study and experimentation;" a unified and socialized jurisdiction over cases such as these as well as over the family types of juvenile court cases, is desirable when it can be obtained without sacrifice of more important ends. Resolutions were passed by the association to promote the principles suggested by this study, and by a similar investigation by a committee of its own, and to carry on further studies to develop standards

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and extend such work nationally. When, as another speaker at this meeting asserted, one out of every five marriages is a failure, there would seem to be no need of underscoring further the opportunity for social work to prevent catastrophes which no law can mend.

There was an occasional comment at Memphis, varying in its tone according to the stripe of the social worker speaking, that this year mental hygiene had not run away with the conference as in some past meetings. Perhaps this difference, if it existed, might have been due to the fact that the mental hygienists, having accomplished a preliminary statement of their gospel, are feeling their way toward its application and implication in social work, the subject of talks by Dr. Lawson G. Lowrey of New York and Almena Dawley of Philadelphia. This year, as before, it remained for the mental hygienists to remind the conference that clients, and even social workers, are people, in such humane and discriminating papers as Grace F. Marcus' discussion of the effect of relief on the personality of the recipient or the papers by Dr. George H. Preston of Baltimore and Frederika Neuman of the Cleveland Child Guidance Clinic on family and parent-child relationships. Mental hygiene without a label shone with wise common sense in the definition of a truant, given by Rhea K. Boardman, president of the National Association of Visiting Teachers, as "an offender against adult rules, who is running away from something, generally to avoid the disagreeable," and her further statement that "one of the best things adults can do for the child is to learn what the child will do anyway and then help him to do it as well as possible."

The account of any one reporter of the National Conference can be offered as hardly more than a random sample of the great body of facts, opinions, and ideas still to be embodied in its published proceedings. East and West joined hands in the election of Porter R. Lee, director of the New York School of Social Work, as next year's president, and the choice of San Francisco as the next conference city. (For conference elections in full, see page 355.) The fifty-eighth meeting rolled on to its close with no perceptible halt or hitch, monumental witness to the efforts of its participants, to the committees which had planned its organization, and especially to its executive secretary, Howard R. Knight. If one were to make a captious comment, it might be that in accomplishing the very magnitude and complexity of that organization the conference has set itself an educational task not yet wholly performed. Its annual meeting should be the occasion of broadcasting to the country the aims and deeds of the profession of social work. The conference already provides in generous measure for the specialized needs of its members for fact and inspiration. Yet how clearly does it project their direction, their hopes and their fears to the community where it is meeting, and further still, to the country for which it is working? Or how often do outsiders fail to see the forest by reason of the magnitude and number of the trees? There is cause for gratification in that this year the permanent organization has taken on the task of year-round publicity, under the competent direction of Lucy Lay of North Carolina, but a final job of public education will be realized only when it is assumed by divisions and committees and members as well, and accepted as a major responsibility and opportunity. Without agreeing, one can meditate upon the final remark of a pretty little person who had served valiantly as a volunteer all week behind the file cards of the information desk. As the conference was drawing to a close, she remarked triumphantly to a friend, "At last I know what this whole thing's about!"

"Well, what?" countered the friend.

And to the dismay of a passing delegate, she shrugged her shoulders and replied, "Why, it's just putting meringue on the old garbage pail!"

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DIRECTORY OF SOCIAL AGENCIES

AMERICAN BIRTH CONTROL LEAGUE, INC.—Margaret Sanger, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins, Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, INC.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers' Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the Protestant national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action.
Florence E. Quinlan, Executive Secretary.
Migrant Work, Laura H. Parker, Secretary.
Religious Work Directors in Government Indian Schools.
Bureau of Reference for Migrating People, follow-up of New Americans.
Women's interdenominational groups—state, county, and local—are affiliated.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg. New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd Street, New York City.
Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

FOUNDATION FOR STUDY OF PROHIBITION AND THE NEGRO—H. J. Mason, Director, Research and Publicity. M. W. Dogan, President; I. Garland Penn, Founder.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

THE LEAGUE TO ABOLISH CAPITAL PUNISHMENT—A national organization. 104 Fifth Avenue, New York City. Dr. George W. Kirchwey, Chairman; Vivian Pierce, Executive Secretary. Organized to abolish capital punishment in every state and in the District of Columbia. Annual membership $1, $5, $10, and $100, including monthly Bulletin.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Algonquin 9690). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL CONFERENCE OF SOCIAL WORK—Sherman C. Kingsley, president, Chicago, Ill.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, Ohio. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-fourth annual meeting of the Conference will be held in Memphis, Tenn., May 2nd-9th, 1928. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

Your Piece of Life

"OUR happiness", said Mary Lyon, "lies largely in remembering, to do that which will be pleasant to remember."

Sound advice for vacation time. Too many vacations are merely time served away from the job. That comes about through our treating them casually. Each vacation is a piece of life—to be used only once. How can it be made to count for most?

Why not travel? To the Rockies, to the national parks, to the moors of the New England coast, to Mexico, to Europe. To some place where you get the pageantry of life, where the heavens nestle close down, or the sea lures you on to an exciting fairyland just over the horizon.

Wherever you go, forget your job. This one piece of life is yours alone, to pour through your fingers, to remember with a smile when next winter's duties press down.

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DIRECTORY OF SOCIAL AGENCIES

NATIONAL CONGRESS OF PARENTS AND TEACHERS—Mrs. A. H. Reeve, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provide opportunity for carefully guided study in all phases of institution management and activities. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Leon C. Faulkner, Managing Director.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by memberships and voluntary contributions.

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Theobald Smith, president; Dr. Linsly R. Williams, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

NATIONAL WOMEN'S TRADE UNION LEAGUE—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of protective legislation. Information given.

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

THE WOMEN'S FOUNDATION FOR HEALTH, Inc.—370 Seventh Ave., New York. Lenna L. Means, M.D., Med. Dir. To create, among the apparently well, an individual and community health consciousness by interpreting the technique of the health examination and a definitely prescribed health building program with Positive Health as the ultimate goal. Official Text: Handbook on Positive Health, $1.50. Courses in Good Body Mechanics adapted to group and individual needs.

WORKER'S EDUCATION BUREAU OF AMERICA—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller Jr., Secretary.

(*Continued from page* 362)

NATIONAL CONFERENCE OF JEWISH SOCIAL SERVICE (Meeting held at Cincinnati in May):
President—Samuel A. Goldsmith, New York
Vice-Presidents—Mrs. M. C. Sloss, San Francisco; Dr. Samson Benderly, New York; Herman Passamaneck, Pittsburgh
New Members of Executive Committee—Dr. I. M. Rubinow, Philadelphia; Dr. Boris D. Bogen, Cincinnati; Mrs. Siegmund Herzog, Cleveland
Secretary—Hyman Kaplan, New York

NATIONAL COUNCIL FOR JEWISH EDUCATION (Meeting held at Cincinnati in May):
President—Dr. Emanuel Gamoran, Cincinnati
Secretary—Jacob D. Golub, Chicago
Treasurer—Israel Abrams, Pittsburgh

NATIONAL CONFERENCE ON SOCIAL SERVICE, PROTESTANT EPISCOPAL CHURCH:
President—Rev. Charles N. Lathrop
1st Vice-President—Rev. Caleb B. K. Weed
2nd Vice-Pres.—Rev. H. H. Lumpkin
Secretary—Rev. Hiram R. Bennett

The printed proceedings of the conference program will be ready for distribution by September. Copies may be obtained at 25c each from the Department of Christian Social Service, 281 Fourth Avenue, New York, N. Y.

NATIONAL PROBATION ASSOCIATION (new officers):
President—George W. Wickersham, New York
Vice-Pres.—Judge Charles W. Hoffman, Cincinnati, Ohio
New members of Board of Directors: Judge H. C. Cochran, Norfolk; Prof. H. P. Fairchild, New Haven; Judge Camille Kelley, Memphis, Tenn.

STATE CONFERENCE SECRETARIES:
Chairman—Aubrey W. Williams, Wisconsin
Secretary-Treasurer—Maude Bryan Foote, 17 Academy Street, Newark, N. J.

Miscellaneous

THE STUDENTS of the department or rural sociology, College of Agriculture, University of Missouri, recently spent two days visiting the social agencies of St. Louis, accompanied by their instructor, Eleanor L. Lattimore, assistant professor of rural sociology, and by Paul L. Bliss, publicity secretary of the Community Council.

A BIBLIOGRAPHY of reports, speeches, studies and surveys by professional and volunteer social workers of Cleveland has been prepared by Elizabeth F. Parrish, committee secretary of the Cleveland Welfare Federation. Copies may be purchased through her.

Elections and Appointments

HENRIETTA ADDITON, formerly executive secretary Big Sisters' Association of Philadelphia, lecturer on social economics at Bryn Mawr and social hygiene adviser for Penna. League of Women Voters, now consultant on protective measures, American Social Hygiene Association.

ELEANOR ARMSTRONG, formerly with St. Mary's Hospital, Detroit, now with Cleveland Visiting Nurse Association.

DORA BELL BLACK now probation officer, Vernon County, El Dorado, Ark.

DR. J. D. BURRELL, secretary of Brooklyn, N. Y., Presbyterian Home for Aged, appointed chairman Committee on Old Age Pensions, Welfare Council of New York.

GRACE CAMERON, who has been doing case work in connection with the Mississippi River Valley Flood for the A. R. C., transferred to Northern Mississippi as a field representative.

HELEN GOODRICH CAMPBELL, formerly psychiatric worker St. Paul Child Guidance Clinic and Harper Hospital, Detroit, now executive secretary, Washtenaw County Chapter A. R. C., Ann Arbor, Mich.

WALTER DAVIDSON, formerly manager Central Division, A. R. C. and recently with the Detroit Community Fund, has returned to Red Cross Service as an assistant manager of the Eastern Area.

ELIZABETH FIKE, formerly with Family Society of Milwaukee, now district supervisor, Family Welfare Organization, Louisville.

J. A. GOURLEY, formerly assistant in Cleveland Recreation Council, now superintendent of recreation, Cleveland Park Department.

LENORA GRACE, formerly with School for Deaf, Austin, Texas, now assistant occupational therapist, Society for the Blind, Cleveland.

KATE M. HARDY, formerly executive secretary, A. R. C., Brookhaven, Mass., now executive secretary, A. R. C. chapter, Natchez, Miss.

GRACE HENDRICKS, R. N., now on staff of Methodist Orphans' Home, St. Louis.

DR. CLAIRE HINCKS elected president Canadian Conference on Social Work.

DAISY S. HOLLINGSHEAD, formerly superintendent Burlington Hospital, Mt. Holly, N. J., now executive secretary Burlington County, N. J., Tuberculosis League.

CHAUNCEY HYATT, formerly with American Red Cross, now superintendent of recreation, Columbus, Ga.

THORA INGEBRITSON, now a nursing field representative, A. R. C., state of Iowa.

DOROTHY KENT, now institution worker, Bellevue-Yorkville District, New York A. I. C. P.

CLARENCE KING, formerly executive secretary, Financial Federation, Bridgeport, Conn., and more recently assistant in investigation of New York sewers construction, has now established an office at 105 E. 22nd St., New York, N. Y., as Counsel to Civic and Social Service Organizations.

JEANETTE MACFARQUHAR as head resident, Hall Settlement House, Bridgeport, Conn.

NELL MARVIL, formerly executive secretary, Sussex County, Del., Anti-Tuberculosis Society, now field secretary Morris County, N. J., Tuberculosis Association.

FAY MARVIN, formerly superintendent of recreation, Duluth, now superintendent of recreation, Louisville.

WALTER OVER, formerly active in relief work for the Mississippi River Flood, for the A. R. C., now field representative for the midwestern states.

J. H. RAINWATER, formerly executive secretary Santa Clara, Calif., Community Chest, now manager San Diego Community Chest.

W. W. SHUHAW elected Chairman, social workers of the Community Chest of Santa Rosa, Cal.

CHARLES H. STODDARD, now president of Of-the-Street Club, a social agency maintained by the advertising fraternity of Chicago.

GRACE WEEKS, formerly with Cleveland Associated Charities, now secretary Welfare Association, Muscatine, Iowa.

H. C. WILCOX, now president, and Clark Dilly, secretary, Glendale, Calif., Community Chest.

MORRIS H. WILSON, elected president Pomona (Calif.) Community Chest and Ethel D. Thomas reelected financial secretary.

Resignations

LEAH FEDER will resign on August 4, as district secretary Charity Organization Society of New York and instructor at New York School of Social Work, to become assistant professor of sociology, Washington University, St. Louis.

MARGARET S. HAINES, resigned as executive secretary, Burlington County, N. J., Tuberculosis League.

MINNIE HARMON, resigned as field representative Virginia A. R. C.

WILLIAM M. HARRIS, resigned as assistant manager Eastern Area A. R. C., to enter business for himself.

ERNEST D. WHITE, resigned as executive secretary, San Diego Community Chest, because of ill health.

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CLASSIFIED ADVERTISEMENTS

WORKERS WANTED

The Irene Kaufmann Settlement, Pittsburgh, Pa., desires an experienced man as assistant to the Director. Resident position. Open about October 1.

WANTED: Trained, experienced, family case worker to carry small case load and assist in case supervision. Position offers opportunities. Salary $1800.00. State age, health, religion, general education, training and experience. Send photograph with application. Address Family Welfare Bureau, 315 Sixth Street, Sioux City, Iowa.

GRADUATE NURSES, dietitians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

WANTED: JEWISH CASE WORKER in child caring institution. 6110 SURVEY.

WANTED: Two young men as volunteer councillors at settlement camp last weeks of July. Opportunity for interesting work with boys 8-14 years old and for swimming, hiking, athletics and a good time. 6123 SURVEY.

WANTED: Experienced woman to handle work and classes in large Settlement having dramatics and vocational arts activities. Resident position. Open October 1. 6113 SURVEY.

MEN WANTED

MEN interested in advancing in the field of institution and social work are wanted as students in The National Training School for Institution Executives and Other Workers. See classified Ad on Page 367.

WORKERS WANTED

Positions Open

—Girl Scout Director, Middle West, $150 to $175.
—Girl Scout Captain.
—Case Workers, $1,500 to $1,800, New York and Middle West.
—District Supervisor, $1,800.
—Tea Room Manager, New England, $300 per month.
—Food Production Manager, Home Economics Graduate, $65 per week.
—Physical Director, Y.W.C.A.
—Girls' Club Worker.

ELIZABETH ARNOLD
Collegiate Employment Service
1036 Union Trust Building
Cleveland, Ohio

The National Training School for Institution Executives and Other Workers, at Dobbs Ferry-on-Hudson, New York, will be glad to recommend students for positions in institutions and child welfare organizations. You may communicate your needs to: Leonard W. Mayo, Acting Dean, The National Training School, Dobbs Ferry-on-Hudson, N. Y.

SITUATIONS WANTED

YOUNG WOMAN, College trained and experienced in different phases of social service work with children and mother wishes to make a change. 6107 SURVEY.

CASE WORK SUPERVISOR, Jewish, experienced in Family and Child Welfare work, also thoroughly familiar with Court procedure, desires position. 6115 SURVEY.

YOUNG MAN, ten years experience teaching crippled children, wishes high school instructor's or grammar principal's position. Robert Livermore, Newington Home, Newington, Conn.

The COLLEGIATE SERVICE, Inc.
Occupational Bureau for College Women
11 East 44th Street
New York City

Social Work Dept. in charge of Pauline R. Strode, Ph.B. University of Chicago and graduate of Chicago School of Civics and Philanthropy

NURSE COMPANION, graduate, would like position with invalid lady. City or country. Atwater 3100, Apartment 250. 6131 SURVEY.

Highly trained, experienced, successful executive will be available April 1st for engagement to direct Jewish Community Center, Welfare Federation, Educational Alliance, Settlement or allied institution. Highest credentials. Apply 6065 SURVEY.

COLLEGE GRADUATE, young lady, Jewish, desires position as director musical and club activities in settlement house. 6111 SURVEY.

WOMAN, engaged three years present position—executive secretary, Welfare Association, town 38,000—work includes general welfare, secretaryship, Mental Health—Mothers' Assistance, Travelers' Aid, and police work. Wants change, would consider salary $3,500. 6126 SURVEY.

DRAMATIC DIRECTOR: Young woman, graduate of leading university, also of prominent dramatic school, seeks position as director of dramatics in a community theater or church. Several years' experience in teaching, camp work, civic theater and settlement. Address 6129 SURVEY.

WOMAN, experienced institutional bookkeeper, excellent references. Available immediately. 6125 SURVEY.

YOUNG WOMAN, director of boys camp for four years. Available for position at either girls or boys camp. 6130 SURVEY.

GRADUATE NURSE; colored; B.S. degree; age 35; desires to go to Europe with group of intellectuals or good family. Very neat; apt and handy. 6124 SURVEY.

EXECUTIVE: Woman, capable of supervising children's activities. Trained kindergartner, playground director, physical director, community centre organizer. Wants challenging work with large organization. 6084 SURVEY.

Workers Available Now!

Social Welfare and Religious Organizations: Executive secretaries, Family Case workers, Club and Recreation leaders, Psychiatric Social workers, Public Health Nurses, Child Welfare workers, Church secretaries, Directors of Religious Education and Administration personnel.

Institutions: Superintendents and assistants, Children's supervisors and matrons, Teachers, Nurses, Housekeepers, Dietitians, etc.

Hospitals: Superintendents and assistants, Physicians, Trained Nurses, Medical Social workers, R.N., Dietitians, Admitting Officers, Technicians, Psychiatric Social workers, Occupational Therapists, and Office Assistants.

Our service to employers is without charge. Communicate by letter or telephone.

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